

INTRODUCTION

James E. West, the first Chief Scout Executive, was asked in the early days of Scouting to identify the three most important needs of the young Scout organization. After careful thought, Mr. West responded, “Training, more training, and still more training.” Training continues to be a top priority of the Boy Scouts of America today.

Scouters responsible for training may be members of district or council training teams who train leaders in Cub Scouting, Boy Scouting, Varsity Scouting, and Venturing. They may also be Scouters who train commissioners and district committees. They may be pack trainers. The Trainer Development Conference is designed to develop and improve the skills of both veteran and prospective trainers.

The Trainer Development Conference incorporates numerous contemporary training techniques and emphasizes the importance of experiential learning, or “learning by doing.” In most instances, the training sessions not only demonstrate good training methods, but give participants an opportunity to interact and practice what they have learned. An ongoing learning activity, the “BSA 500” game, is featured and used continuously throughout the conference to emphasize and reinforce the experiential learning.

This Trainer Development Conference manual on CD-ROM furnishes detailed guidance on how to conduct the conference, and the CD-ROM includes the related handouts and reference materials.

GENERAL INFORMATION

Purpose

The Trainer Development Conference should be part of a continuous process of updating trainers with the latest training methods, principles, and technologies. The primary target of this conference is Scouters who will be delivering training to leaders as well as to the young people in all parts of the Scouting program.

Responsibilities

The professional staff and council committee responsible for training supervise the Trainer Development Conference. The conference chair and staff are responsible to the council training committee for successful completion of the course. The Trainer Development Conference is conducted either by a council or jointly by two or more neighboring councils.

Frequency

Councils are encouraged to conduct the Trainer Development Conference at least once a year or more often if needed to develop qualified trainers.

Attendees

All council training committee members and all district training team members who will be delivering training on all phases of the Scouting program should attend. So, attendees include, but are not limited to:

- ◆ Cub Scout leader trainers
- ◆ Cub Scout pack trainers
- ◆ Boy Scout leader trainers
- ◆ Youth and adult junior leader training staff
- ◆ Varsity Scout leader trainers
- ◆ Venturing trainers
- ◆ Roundtable staff and commissioner trainers
- ◆ District and council committee trainers
- ◆ Wood Badge staff members

Newly appointed trainers should participate in the Trainer Development Conference before they assume their responsibilities.

Learning Objectives

As a result of this training experience, each participant should be able to:

- ◆ List the basic principles of learning.
- ◆ Explain the importance of good communications.
- ◆ List the desirable characteristics of a good trainer.
- ◆ List the required steps of planning.
- ◆ Explain the importance of training arrangements.
- ◆ List at least five training methods.
- ◆ Demonstrate training technology.
- ◆ Explain the importance of putting “pizzazz” in training.

USING THE CD-ROM

Software You Will Need

Copies of Adobe Acrobat® Reader and Microsoft PowerPoint® Viewer are also included on the CD-ROM. If you do not already have these programs, they must be installed on your computer before you can use the training conference files on the CD-ROM. Follow these instructions to install them:

Adobe Acrobat® Reader

Follow the instructions on the screen after double-clicking on the appropriate file:

Microsoft Windows®: acrobat40.exe

Macintosh: Acrobat Reader 4.0 Installer

Microsoft PowerPoint® Reader

1. Copy this file from the CD-ROM to your hard drive: Ppview97.exe. (Windows); Microsoft PowerPoint 98 Viewer (Mac).
2. Double-click the file on your hard drive to start the setup program.
3. Follow the instructions on the screen to complete the installation.

View and Print the Files

After installing these software readers, double-click the Contents.pdf file on the CD-ROM to start the Trainer Development Conference. The software readers will launch automatically when needed.

CD-ROM Contents

This CD-ROM contains general information about the Trainer Development Conference, directions for the BSA 500 game, outlines for the conference sessions, and an outline for staff development sessions. The materials and equipment needed by the conference staff are listed in each training session. Presenters can be responsible for securing their own materials, but you might want to make one person responsible for all audiovisual and/or computer equipment arrangements. Sessions also contain some directions and other materials for the conference staff and masters for the handouts and overheads needed. If a session outline specifies a handout be reproduced locally, print the handout and make enough copies so that you will have a copy for each conference participant plus a few extras. Print overhead pages on clear overhead sheets for projecting.

To continue, follow one of the links below:

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