

How can your Crew make mentoring part of its program?

The Team System is part of the Scout Method, but it's never been as clearly emphasized for Rover Scouts as it has been for younger Sections. Scout Troops, for example, are divided into Patrols, and Cub Packs are divided into Lairs (formerly known as Sixes).

How can your Rover Crew make the most of the Team System?

There are two ways that a Rover Crew can effectively include the Team System in its program.

The first is to make the most of Committees—ad-hoc teams formed by different Rovers to organize a particular project or activity for the Crew and then disband once the Adventure is over. Committees provide different Rovers with opportunities to be part of a small team and contribute meaningfully to its work. Every Rover should be encouraged to lead a Committee and plan an Adventure (big or small) at some point in the Scouting Year.

The second way to include the Team System in your Crew's program is to create a mentoring program. The needs and interests of Rovers are different from members in other Sections. Rovers want a program that provides more than just a good time. They want opportunities for meaningful personal development that will help them to meet their academic and career objectives.

As a Rover Scouter, you can get the ball rolling by taking on a mentoring roll in your Crew. You may have more than one mentee, but no mentee should have more than one mentor. The relationship is one-to-one. At the beginning of the Scouting

Year, sit down with your mentee and together draft (in writing) a Personal Development Plan (PDP)—a list of realistic goals and deadlines, and a plan for making the goals a reality.

Throughout the year, maintain an ongoing dialogue with your mentee. Offer encouragement and support to make sure that the mentee is on track to meet his or her goals. This relationship doesn't need to be very formal. You can check in at Crew meetings, or you can text or email or get together from time to time for coffee.

After a year of being mentored, senior Rovers can become mentors to other Rovers. This doesn't mean that they can't continue to be mentored, however. Being supported in reaching one's goals and supporting somebody else in reaching his or her own are two separate but equally important concepts—and they can both go a long way to fostering a great Crew dynamic.



ROVER PERSONAL DEVELOPMENT PLAN

Name: _____ Date: _____

What's on my plate? _____

Relevant Discussion & Insights with my Mentor: _____

My S.M.A.R.T. Goals and Objectives:

1. _____

2. _____

3. _____

4. _____

5. _____

6. _____

Signatures: _____

Mentee

Mentor

