

Unity in Variety



Learning Objectives

1. Learn how to identify new voices and encourage conversations
2. Practice how to have those conversations
3. Identify the benefits of breaking the echochamber and create an action plan



Get to Know Each Other

Turn to someone next to you and share at least one non-Scouting interest!



**Why is it
important that we
identify new
voices among our
lodges?**



Importance of New Voices

1. They offer a fresh perspective

2. They provide sustainability

3. It aids in belonging and retention

4. It shines a light on unseen talents or skills





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Scenario 1

Scenario Example

Scenario: A chapter is working on creating a new t-shirt to sell as part of a fundraiser. The officer team has tried to draw several ideas, but none of them have turned out as they wanted. **Who could the officer team turn to for assistance?**

Examples of people to turn to: a new adult Arrowman who is an Art Teacher at the local middle school, an Arrowman who regularly designs t-shirts for their club at school, and an Arrowman whose family runs a local t-shirt company that offers design consulting.



Let's Share!



How to Approach Conversations

Focus on forming a genuine connection first, and worry about finding a role of them second.

- Be curious
 - Get to know this Arrowman as a person
- Bridge their personal interests to opportunities in the OA
- Celebrate their contributions and keep encouraging them



Practice Starting Conversations

In the first round, Partner A is going to be the new Arrowmen. Partner B is going to be the active Arrowmen and is going to practice starting a conversation, asking questions, and gently connecting Partner A's interests to lodge or chapter activities.

In the second round, you are going to switch roles.



Practice Debrief

- What did it feel like to be approached naturally versus recruited right away for a role?
- Which questions helped the conversation flow?
- How can you take these skills back to your chapter/lodge?





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Breaking the Echochamber

What is an Echochamber

An Echochamber occurs when the same voices and perspectives dominate the conversation and everyone begins to think alike.

- Limits Creativity
- Discourages Participation
- Burns out Leaders
- Misses Hidden Talents





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Scenario 2

Address the Challenge

You have 15 minutes to create a plan to address your groups challenge. **You must use everyone's abilities.**



Challenge Debrief

- Which skills made the biggest difference?
- Was anyone's skill overlooked at first? How did you bring them in?
- What does this teach us about breaking the echo chamber in our lodges?



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How to Contact Me (Optional)

Email:
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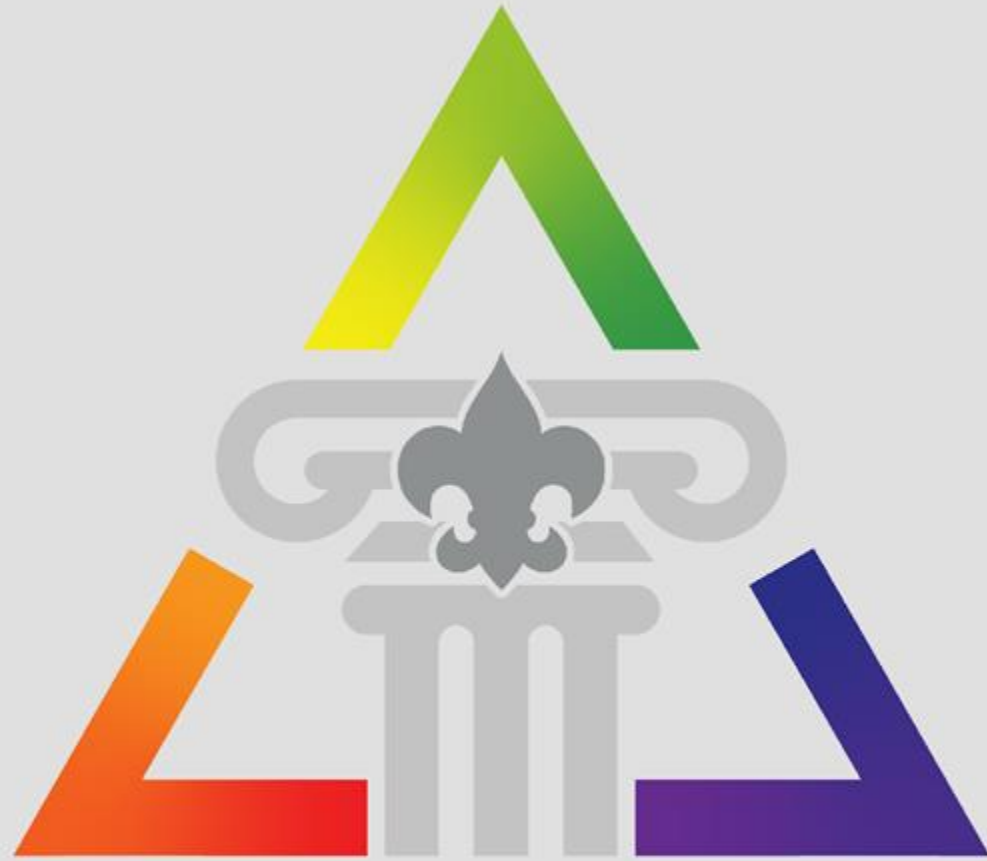


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