



Mackinac Island Honor Troop 168

**SPL and ASPL
PL and APL**

Leadership Principles and Priorities





Introduction

- **Congratulations on being selected to serve on the Troop's leadership team!**
- **MIHT 168's opportunity to participate with the State of Michigan's Mackinac Island Scout Service Program is an extraordinary honor**
 - MIHT 168's right to return in the following year is highly competitive
 - Your leadership skills will be tested in a real world situation during the Troop's duty week
 - The final grade achieved by MIHT 168 is a reflection of your leadership abilities and is a reflection of the success of the Troop





Leadership Principles

- **You Are A Leader!**
 - It's your job to ensure the Scouts under your direction are trained to perform at a high level
 - Accomplished by teaching, coaching, listening communicating, and providing guidance
 - Leadership is not done by being a dictator or being condescending to the Scouts
 - Excellent leadership will result in excellent Troop performance
- **All aspects of the Troop's performance is constantly being evaluated**
 - Scout Coordinator
 - Fort employees
 - Downtown business employees
 - Island Residents
 - Mackinac Island visitors





Leadership Principles Cont...

- **The Adult Leadership will be hard on you from an expectations perspective**
 - You must set the tone and example of how the Scouts under your leadership need to perform.
- **Show Them the Way**
 - Ask them what they need to perform at a high level
 - Help them be the best
 - Help them achieve
- **Always do more than what is required of you**
 - This does not necessarily mean you do more
 - It typically means delegating and working with those under your leadership to do more





Leadership Principles Cont...

- **Be Visible**
 - If you're not there, those under your leadership don't think you care
 - If you don't care, the Troop will not perform at a high level
- **Treat those under your direction as you would want to be treated**
- **Always Celebrate Successes**
 - No matter how small
 - Compliment them when they've done good
 - Use eye contact – telegraphs sincerity
- **Communicate with everyone**
 - Good leadership starts with good communication
 - Let them know what's happening and what's coming up
 - Knowledge is not power, knowledge must be shared
 - Poor communication and poor organization leads to sloppy execution of duty
 - Sweating the details of communication leads to excellent results





Leadership Principles Cont...

- **Ask For Feedback**
 - If something's not working, ask why it's not working
 - Evaluate what's not working and fix it!
 - Don't be afraid to ask for help or guidance
 - Asking for help is not sign of weakness, it's teamwork
- **Demonstrate Your Commitment**
 - Show your commitment to the Troop and to the Patrols and you will receive support from the Scouts.
- **Results of Good Leadership**
 - High performance
 - High moral
 - Happy Troop/Patrol
- **DUTY - RESPECT - HONOR**





Leadership Priorities of Duty SPL and ASPLs

- **The SPL is in charge of the Troop**
 - The ASPL assists the SPL with running the Troop
 - The SPL and ASPLs must work together as a team to guarantee the success of the Troop
- **Whenever marching as a Troop, from front to rear, the leader at the back end should always call out left so the back of the Troop always stays in step**
- **When in the fort or downtown always check-in with the PLs and APLs on duty. Ask:**
 - If anything is needed
 - if there are any problems
 - How their shift is going
 - Respond to their needs!





Leadership Priorities of Duty SPL and ASPLs Cont...

- **Limit yourself to 1-hour rest in your bunk during the day**
 - Make yourself visible to the Troop
 - Make yourself available to the Troop's Adult Leadership and to the Scout Coordinator
- **Work as leaders and as a team**
 - Help each other to improve the Troop
 - Look for anything that needs improvement
 - Correct whatever needs fixing!
- **Corrective Action**
 - Individual corrective action shall be done privately with a witness
 - Do not call-out a Scout in front of the Troop or his Patrol
 - Troop or Patrol corrective action shall be done with focus on the process, not the person
 - Always leave the Troop, Patrol, or Scout with something positive following corrective action





Leadership Priorities of Duty SPL and ASPLs Cont...

- **When a Scout or Patrol is assigned a task, be sure to follow up and ensure the task was performed efficiently and properly completed**
- **The SPL and ASPLs need to recognize if extra flag practice is necessary for the Avenue or the Ramp.**
 - If flags are not being raised sharply and in unison, the Troop shall practice until the skill is mastered.
- **The SPL shall take time each morning to communicate with Scout Coordinator daily regarding service projects**
- **Keep Adult Leaders informed on all matters of concern**
 - The Adult Leadership wants you to have fun however, Troop leadership in more involved, takes more time, takes more effort, and requires commitment.
- **Lead Your Troop!**





Leadership Priorities of Duty PLs and APLs Cont...

- **Your Patrol is Your Responsibility**
 - Proper uniform for duty
 - Marching in step
 - Prepared for Guide Duty and Flag Duty
 - Kitchen Patrol
 - Patrol Activities
 - Participation in all games, activities, and campfire skit
- **Execution of Guide Duty is Your Primary Concern**
 - Creating an excellent visitor experience is the Troop's number one priority
 - It is the Patrol's most important job and must be taken seriously
 - Instruct each Scout on the location and expectations for all duty stations
 - Inspect each Scout in your Patrol for cleanliness, neatness, and proper uniform
 - Ensure your patrol arrives early to their duty stations!





Leadership Priorities of Duty PLs and APLs Cont...

- **PLs and APLs must be actively checking in with each Scout your Patrol is on duty**
 - Keep moving from duty station to duty station
 - Give water and bathroom breaks
 - Make sure the Scout knows when he's expected to return
 - Confirm that each Scout knows his duty station and where to stand
 - All Patrols must rotate duty stations
 - All Scouts must learn the job for each duty station.
- **Your job is to Lead**
 - Make sure you know all duty requirements for all of the Fort and Downtown duty stations.
 - Lead the Scouts under your direction by training them to do their duty at a high level





Leadership Priorities of Duty PLs and APLs Cont...

- **Patrol Difficulties**
 - If your Patrol or a Scout in your Patrol is having a difficulty, discuss it with an ASLP or the SPL
 - Feel free to seek advise from and Adult Leader if the SPL or ASPL is unable to help
 - Ask for help or guidance!
- **Lead Your Patrol!!**





Questions?

- Notes:

