

Developing Teamwork in your Patrol



All activity within the Scout Troop are carried out through the Patrol, so the Patrol is, in effect, a team of young people working together to overcome the challenges, experience the adventure and enjoy the friendship of Scouting.

The job of the Patrol Leader is to work with the members of the Patrol so that they can become an effective working group and can undertake the challenges, Scouting offers, with ease.

To win the cup, a football team needs to work together as a group, putting their collective talents together so that they are unbeatable. The strength of the team lies in the fact that it consists of good players but also in the fact that those players work for each other. The whole team works towards a 'goal' and at the same time defends their own goal from attack. No one player can do all the work, nor play on every part of the pitch.

Similarly, a Patrol is a collection of individuals, each with their own talents and experience. The job of the Patrol Leader is to discover these talents and blend them together so that the Patrol becomes an effective working unit.

The job of the Patrol Leader and every member of a patrol

Is to bond together the Patrol as a group of friends?

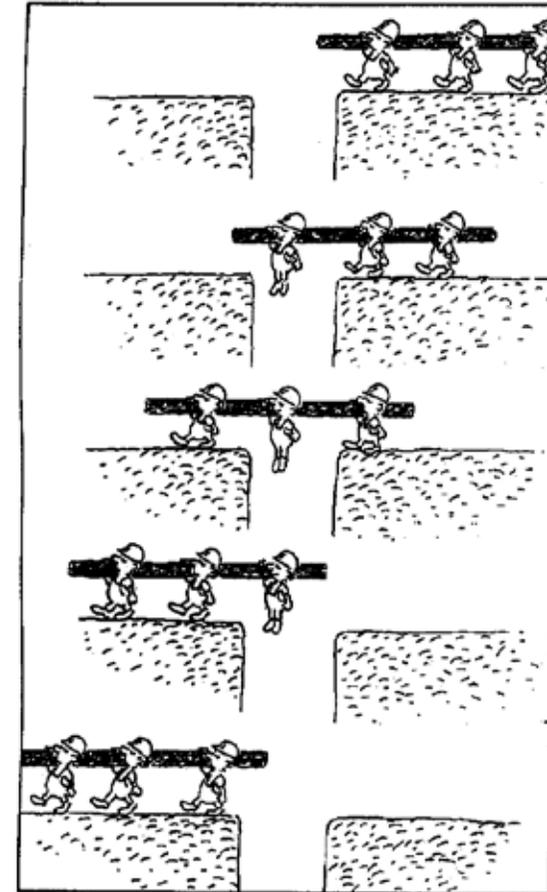
Discover the talents and experience of your Patrol and be able to use these talents to create an effective Patrol.

Develop within the Patrol, a spirit of Scouting and the ideal of 'all for one and one for all.'

Be enthusiastic and encouraging so as to move your Patrol forward at all times. Seek the best and work for the best from each member of the Patrol.

Welcome new recruits and help and encourage them in their Scouting advancement. Introduce them to the members of the Patrol and the Troop and ensure that they become full members of the Patrol as quickly as possible.

Show example and responsibility - the Scout Law and Promise are your guides. At all times use your common sense - there is a time for messing



and there is also a time for seriousness. Know when the time is right for each.

Talk and listen to the members of your Patrol, what are they saying to you? what do they want to do? what are your plans as a Patrol?

The work load is divided up fairly - each member of the Patrol has a job to do. An effective Patrol is a busy Patrol. Many jobs need to be done, someone to look after the gear, someone to write up the log, another to look after the money. The job of a Patrol Leader is to co-ordinate and lead, not do everything yourself.



Organising your Patrol

The Patrol is a collection of individuals each with their own strengths and weaknesses.

As the Patrol Leader your job is to create a Patrol.

- that has identity
- that has tradition
- that has honour
- that has loyalty
- that has plans
- and will work together to carry out those plans.

Give each member of your Patrol a job. Some of the jobs that need doing:-

- Patrol Leader
- Assistant Patrol Leader
- Patrol Treasurer
- Patrol Quartermaster
- Patrol Scribe/Secretary
- Patrol First Aider
- Patrol Corner upkeep
- Patrol Librarian/researcher

As each of the jobs in the Patrol has a certain level of responsibility they are suited to particular levels of experience. It would be unfair to land a new recruit with the job of quartermaster whereas the Patrol corner upkeep would be a better starting point. The jobs of the Patrol should change, perhaps yearly, so that the Patrol have an opportunity to learn from each position.



Leadership skills

As you travel along the Scouting trail your Patrol will be presented with many opportunities and challenges. As Patrol Leader or a member of your Patrol you will be called upon to lead your Patrol with enthusiasm towards the successful completion of the challenge. Sometimes it will be taking part in an incident trail or game, at other times it will be a Patrol hike or camp. Each requires different levels of leadership but at all times the same basic tools are used. These same tools are used by all people in leadership positions and are explained below.

Effective leadership is achieved when each of the elements - the individual, the Patrol and the task are mixed in the correct measure.

The task

The task is simply what you and your Patrol are expected to do. In determining what you have to do it is most important that you listen and ask questions so that you understand clearly what is expected. In the case of a game - how the game is to be played, what are the rules, how you win the game. In the case of an emergency happening, what treatment is needed, what needs to be done, sending for help. Each question will help to clarify the true picture of the task to be completed. Sometimes, over - enthusiasm to undertake the challenge, may lead to it being attempted in a 'half cocked' manner, which will affect how it is approached and probably have a big bearing on the result. So be cool, be calm, be collected, in your approach to all challenges, particularly in emergency challenges.

The individual

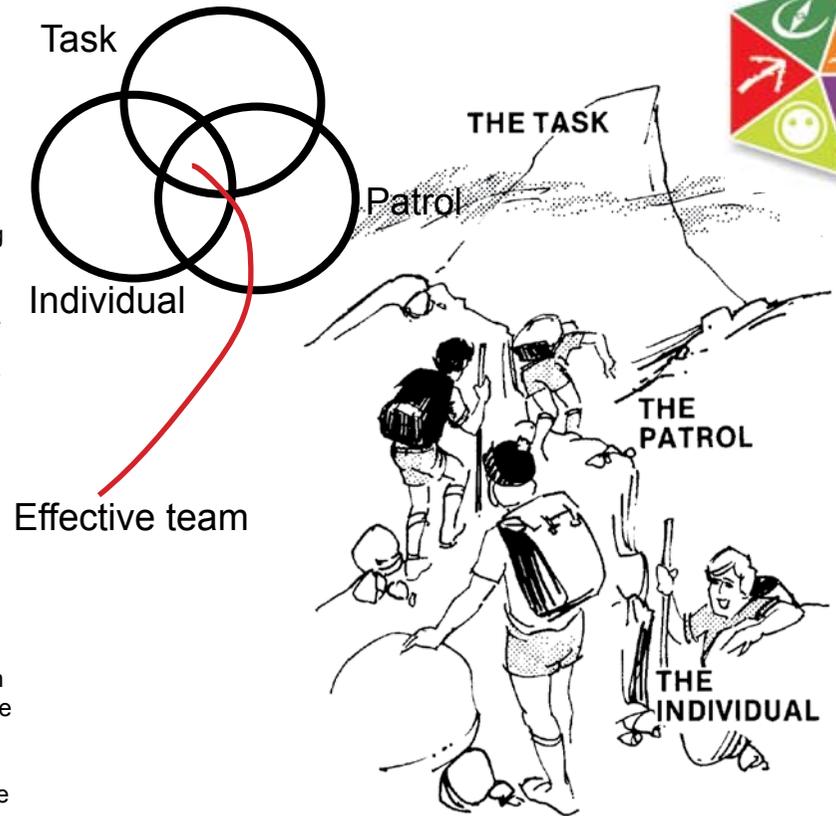
Each individual within the Patrol has a certain level of expertise, knowledge and talents and each has a role to play in solving or overcoming a problem or task. As the leader of your Patrol you need to be aware of these qualities and be able to mix and match the skills and experience of your Patrol to achieve the best result. Sometimes that might even mean handing over the leadership of the Patrol to another member who is better qualified to lead that part of the task.

The Patrol

The Patrol is a team and the collective effort of the team is required to complete the task. It is the role of the Patrol Leader to direct and maintain the qualities of the Patrol with the individual skills of each member, and the task in mind. Each part of the machine must work at the right time. Remember, the phrase, 'all for one and one for all'. Everyone in the Patrol should stay focused on the task so that when they have completed their part they can assist others to complete theirs.

Each element is important in its own right and it is impossible to complete the task by using one element alone. The job of the 'Leader' is to find the correct mix for each challenge that is presented, so that the task is completed successfully. This can only be learned by experience. Each time the Patrol springs into action you will need to apply leadership skills to the situation. Be prepared to learn from your mistakes. This is the art of true leadership.

The Patrol Leader or 'Leader' who wants to ensure the Task, the Patrol and the Individual are taken into account can make use of several leadership skills. These skills are summarised in the following checklist. They can be applied to any activity, programme or meeting.



The good Patrol Leader and 'leader' should constantly be asking:-

In achieving the task....

- Did I plan for it carefully with the Patrol?
- Did I continuously evaluate how it was going?

In working with the patrol...

- Did I share the leadership of the Patrol; were they fully involved in making and carrying out the plans?
- Did I use all the resources available to me, and within the Patrol?
- Did I co-ordinate the Patrol, so that it worked effectively as a team?
- Did I ensure that the Patrol's interests were properly represented when discussing them with other people?

In encouraging and helping each individual....

- Did I communicate with every member of the Patrol?
- Did I help others to learn new skills ?
- Did I set an example to the Patrol?



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