

Leadership

Grand Prior's Award Scheme

updated February 2016

Leadership is a crucial part in developing self esteem and confidence in cadets. It is a skill that includes a variety of essential skills such as communication, decision making, taking on responsibility, and working collaboratively. This badge aims to build the confidence and ability in working together and sets the foundation for future leadership roles both in St John and their future careers.

Since leadership and teamwork are skills that cannot be taught directly, the green and blue levels of this badge are recommended to take place over the course of 6 months so that time for cadets to take part in both team and leadership roles are available. It is also recommended that this badge is run in the background of a divisional programme with short periods of instruction, instead of an 8 week badge that does not allow the full opportunities this badge offers.

Specific Skills

- Taking responsibility
- Leadership, teamwork and management
- Problem solving and decision making
- Communication

Cross Curricular Links

Due to the nature of leadership and since all Gold Level badges include a leadership aspect, the badge has a large emphasis in the following badges:

- Camping, Child Care, Civil Defence, Communication, Community Awareness, Drill, St John and Ventureship

First Aid Integration

- Triage
- Managing a scene
- Reassurance

Safety Considerations

- Avoid empowering cadets in situations that are beyond their ability. It is recommended to slowly increase responsibility so that they can still accomplish their team's task
- Ensure that every cadet is included and has an opportunity to experience various roles in a team

Gold Level Assessors

- NCO Leadership Training Instructors
- Divisional Managers (or appointed mentor)

Reviewed by: Jono Clayton and Felicia McCrone



Leadership Badge Objectives

Green Level		<i>cadets will be able to...</i>
<p>Basic Concepts</p> <p>Learning about responsibility and the benefits of working together</p>	<ul style="list-style-type: none"> • Explain the concept of responsibility related to their life (themselves, physical items, tasks, rules..) • Visually explain benefits of working together and following a leader in a variety of situations (diagram, story, role play..) 	
<p>Leadership Roles</p> <p>Building awareness of the various leadership roles around them and defining the 'ideal leader'</p>	<ul style="list-style-type: none"> • Describe the various leadership roles within their community (Principal, Mayor, Coach, Kaumātua, Captain..) • List a range of ideal qualities and values they believe leaders should have and demonstrate to a team 	
<p>Helping Out</p> <p>Participate in working as a team and taking on small responsibilities that build confidence in working together</p>	<ul style="list-style-type: none"> • Participate in and experience being part of a team at a division • Actively take part in a small team role in or outside of St John (sports team, competition team, school..) 	

Blue Level		<i>cadets will be able to...</i>
<p>Leadership Principles</p> <p>Exploring basic principles of leadership (qualities, techniques, responsibility, problem solving, setting goals..)</p>	<ul style="list-style-type: none"> • Observe and reflect on the techniques, qualities and actions of various leaders (demonstration, video, role play..) • Explain basic principles of leadership and their importance in a team in relation to the St John Values. 	
<p>Motivation</p> <p>Building awareness of the various types of leaders and methods of motivating a team</p>	<ul style="list-style-type: none"> • Explore the different methods of motivating a team • Describe the various types of leaders and ranks in St John (NCOs, Divisional Youth Managers, Area Youth Managers, District..) and the promotion process for NCOs in St John Youth. 	
<p>Accepting Challenges</p> <p>Participating in and leading teams in small tasks at division and outside St John</p>	<ul style="list-style-type: none"> • Experience and effectively engage in being part of a team • Actively take part in an external leadership role or undertake responsibility which demonstrates leadership qualities in line with the St John values (Sports Captain, Competition Team Leader, School Librarian..) and explain what is involved in this 	

Gold Level		<i>cadets will complete the 3 phases of a selected NCO Leadership Course</i>
<p>Formal Training</p> <p>Attending an approved Leadership Development Training Course</p>	<ul style="list-style-type: none"> • Pass a St John NCO Leadership Development Training course (Corporal, Sergeant or Cadet Leader) or an approved equivalent external Leadership training. 	
<p>Divisional Training</p> <p>Complete the divisional tasks specific to their role. Evaluate their big three goals</p>	<ul style="list-style-type: none"> • Actively engage in the tasks required to be performed at division (related to their formal training) as set out in their NCO LDT workbook, or demonstrate leadership tasks specific to the leadership programme they have completed. 	
<p>NCO Evaluation</p> <p>Goal setting and feedback with Mentor on the leadership tasks. Analysis what makes a successful leader</p>	<ul style="list-style-type: none"> • Set a time with your Mentor to reflect on growth as a leader, goals and future areas for improvement • Demonstrate an understanding of the skills gained through a LDT, be it within St John or through an external provider. • Research a leader from NZ or abroad. Report on their style, pros and cons of their style and what makes them successful/inspirational/contentious. 	

Suggested Delivery

This is simply an example of how this badge could be run in a Youth Division – not a prescribed method.

		TERM ONE				TERM TWO			
GREEN	At division (short periods of instruction)	Responsibility "What is it, who has them, what are your responsibilities?"	Working Together Explore the benefits of working together as a team	Who's in Charge? "Is it important to have leaders, how do we know who's leading?"	Types of Leaders "What kind of leaders are there in and around your life?"	Values and Qualities "What should an ideal leader think and behave like?"	Learning Leadership Interviewing a range of leaders around the community (fire chief, store manager, principal..)	Feedback Reflect and set goals on future sights in teamwork	
		Team Building Participate in low level team initiatives during game sessions (led by NCOs)				Taking on Responsibilities Performing minor tasks at division that build confidence			
Active Participation	Individual	Setting Goals "What I aim to learn and achieve through this badge.."	Teamwork Task Participate in a team activity at least once a week for four weeks (family, school, sports..)	Journal Task Record the various responsibilities they have over a set period of one month	The Best Leader Explain who their most significant leader in their life is and why				
		Setting Goals "What I aim to learn and achieve through this badge.."				Journal Task Record the various responsibilities they have over a set period of one month			
BLUE	At division (short periods of instruction)	My Responsibilities "Why do we need to be responsible for our own words / actions?"	Principles Define basic concepts that a team and leader should have	Observing Others Observing actions of leaders and how we can learn from them	Team Motivation "What makes a team work harder and what is esprit de corps?"	Becoming a Leader How can we develop as leaders? Are they made or born?	Leaders in St John Types of leaders in St John and how to be promoted to an NCO	Leaders in Action Guide on how to grow and develop into a leader (guest speaker)	Feedback Reflect and set goals on future sights in leadership
		Team Building Participate in low level team initiatives during game sessions (led by NCOs)				Taking on Responsibilities Performing and sometimes leading tasks at division that build confidence			
Active Participation	Individual	Setting Goals "What I aim to learn and achieve through this badge.."	Reporting Task Reflect on when they did (or didn't) take responsibility	Motivation Task List all the kinds of ways they have been motivated in a team situation, and describe the most effective method		Responsibility Outside Division Actively take a leadership role in small tasks outside St John (community, school, family, sports team..)			
		Setting Goals "What I aim to learn and achieve through this badge.."				Reporting Task Reflect on when they did (or didn't) take responsibility			
GOLD	St John NCO Leadership Training	FORMAL TRAINING				DIVISIONAL TRAINING : 10 WEEKS			
		NCO Course Attend and complete	Tasks to Perform at Division Outlined in NCO Workbook: Corporal Course (pg 51), Sergeant Course (pg 56) or Cadet Leader Course (pg 60)						

Note: This badge should ideally be run as a supporting badge rather than a separate badge run over a term. The leadership badge has the intention of integrating into a divisional programme with small periods of instruction and responsibilities that are part of a routine night.

Idea Bank

Possible Activities

Note: These activities can be used for any level so long as difficulty is modified to ensure it is both achievable and challenging.

My Responsibilities

Cadets keep a diary listing their roles and responsibilities in their home and school life over a period of one month. Back at division cadets can share and reflect on the month (times when I was responsible, what I would do better next time, any difficulties..).

Leaders in my Life

Make an informative poster showing the leaders they regularly interact with and the values that these leaders demonstrate. Cadets then categorise the qualities that they hope to emulate as a leader.

A Great Leader

Cadets select and research a leader they admire. Present back on their leadership style, qualities, achievements, challenges and how they can use this information in their own leadership technique.

Cadets may even role play an interview of with a group, playing the part as their chosen leader. Perhaps even compare the different people who have performed in the same role (Prime Minister, CEO, Movie Directors..)

Community

Cadets take charge planning out and performing a beneficial and positive task in the community. Encourage them to own the task and assist as a facilitator.

At the end, reflect on the experience (skills developed, how they worked together, what they'd do next time, what motivated them, what they did really well..). This activity takes them out of the St John environment and builds awareness that leadership and teamwork are useful skills in any environment.

St John Resources Available

- St John Youth Website
- Badge information cards and book inserts
- Resource packs and assessment sheets
- Regional and District Assessors Lists
- St John Youth NCO Training Package
- St John Youth Games Manual

Outside Sources

People / Organisations

People in leadership roles willing to share their experiences with a group of cadets.

Potential Resources

Websites

- www.leadership501.com
- www.leadersdirect.com
- www.businessballs.com
- www.wikipedia.org
- www.tipuake.org.nz

Audio-Visual

Various photos, footage and documentaries of leaders will generate beneficial discussions.

Books

There are numerous books and materials on leadership theory, great leaders and activities available from local libraries and book shops.

Note: all 'Idea Banks' are updated regularly on the St John Youth Website. Please assist other leaders by sharing your great ideas!