

## **Tips on recruiting new leaders**

1. Know what positions you need ahead of time (den leader, Popcorn chair, treasurer).
2. Have your returning pack leadership assist in the meeting set up, activities, etc.
3. Qualities to look for in a prospective leader.
  - Outgoing personality (greet you, introduces self)
  - Successful in a profession or career (well dressed, carries self well, makes eye contact)
  - Organized (arrives early, has pen, checkbook etc.)
  - Well liked, respected (knows other people at the meeting)
  - Interested (asks to help, asks questions).
4. Give out the talent survey at the Join-Us-Night meeting. People who return it are top prospects, and you will get some information about them. Which parents already have a scouting background?
5. Have a blank den roster for each grade (each table). Ask a parent from each table to fill out the names on the roster. The person who does it is a top prospect.
6. Try to meet the new parents and talk to them. Get the scouts off with another leader to get some quiet time with the parents. Greet the parents and ask their names, what they do, and were they a scout. When making your presentation look for people who are making eye contact, sitting forward, and nodding in agreement (people who are engaged). Body language is important.
7. Have a Pack Orientation Meeting a week after the recruiting night. All the pack leadership and new parents should attend. If scouts are present, get someone to take them off and play games etc.

## **Tips for the sales pitch**

1. Your body language is important. Be positive and enthusiastic but not desperate.
2. The boys are already sold on scouting. The parents may have questions.
3. Greet parents learn a little about them.
4. Explain the benefits of being a leader.
  - The new scout handbooks are a leader's best friend. They make the meetings easy.
  - Other leaders in the pack can help you.
  - You get a front row seat to watch your son grow.
  - It will work around your schedule.
  - You can have the den meetings at a school/church etc.
  - Training is easy.
  - You get to meet and know other parents and develop friendships.
  - You are needed. Scouting doesn't work without parent volunteers.

5. Keep the meeting simple. Don't talk about districts or council or roundtables. They want to know what they need to the next meeting.
6. Basic leader training and/or youth protection training can be done at the end of the meeting on a computer. Have the new leaders (and old leaders who haven't done it) watch the videos. Just record names, unit information, and type of training, and turn it into Erin, or Laura, or the scout office.
7. When a parent volunteers, make it a big deal, and thank them. You may get assistants to step up. Have adult applications ready to be filed out.
8. Recognize your new leaders at the next pack meeting.

### **Tips for recruiting new leaders between Join-Us-Night and Pack Orientation Meeting**

1. Try to talk face to face with top recruits between meetings. This allows the recruit to ask other questions and increases your chances of getting a "yes". Sometimes a parent will respond better when not in a group or feels they are put on the spot.
2. Let the person know they are your first choice. You know they can do the job. Follow up if they say "no". Let them think about it. Maybe they are good for another position.
3. Be prepared to talk with your number 2 choice ASAP.
4. A personal phone call is second choice if you can't meet face to face. E-mail is least.
5. Talk to the Kindergarten (or other grade) teacher to find out about the prospective recruits. The school secretary is also a good choice. Are the parents organized etc.