



Who We Are

Mark Nelson became the Team Lead, Leadership Development ScoutingU, on February 16, 2015. Mark brings a vast Scouting background to this position. He served as Scout Executive in Massachusetts before joining the ScoutingU team August 16, 2014. He has served in various professional positions in four local councils.

Erik Petersen became a Leadership Development Specialist for the ScoutingU team on August 16, 2014. He served as the Director of Field Service in Appleton, Wisconsin, before joining ScoutingU. Erik has served in various professional positions in four local councils.

Patrick Adams became a Leadership Development Specialist for the ScoutingU team on November 1, 2014. Before joining ScoutingU, Patrick served on the Executive Board of the Circle Ten Council, Dallas, Texas, where he also served in many volunteer roles.

Catina Swift became a Leadership Development Specialist for the ScoutingU team on April 16, 2015. Catina has a wealth of experience in the corporate environment as it pertains to adult education and training. She was the Manager of the Leadership and Development Department at St. Joseph Health in California, and recently Executive Director of a corporate work study program in Washington D.C.

Kathy Chormicle became a Leadership Development Specialist for the ScoutingU team on September 8, 2015. She served as the Learning Delivery Specialist at Westlake. Kathy has served in various professional positions in six local councils.

Contact Us

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ScoutingU
Leadership Development
1325 West Walnut Hill Lane
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ScoutingU
Leadership Development
Series introduces.....

Managing
Performance





WHY THE CHANGE?

Since the creation of Scouting U and particularly the Leadership Development Team, we have devoted time to the review and improvement of our leadership course offerings. Beginning with First Time Staff Leader Orientation and People Management courses, we made a number of important changes. We are convinced that this new approach will leave participants feeling encouraged by their professional and personal growth and their confidence and competence will peak on the job – ultimately achieving the goals of the Districts and Councils they serve. This course provides the soon-to-be promoted leader, newly promoted leader, and even the seasoned leader with an opportunity to learn, interpret, analyze, and practice the key components of a performance management system; goal planning, day to day coaching, and performance evaluation.



Course Learning Objectives

Goal Planning

- Define and clarify an employee's/volunteer's job role and responsibilities.
- Create clear and specific goals with clear and specific measurements.
- Navigate the organization's goal planning tool in order to document goals.

Day to Day Coaching

- Learn, practice, and receive feedback on three types of coaching: behavior-based, performance-based, and learning/development-based.

Performance Evaluation

- Create a rhythm of monitoring and evaluating the formal (annual, bi-annual, quarterly) Performance Review Process.
- Explain the value of celebrating individual and team accomplishments in order to increase engagement.

Who should attend?

Recently promoted or existing leaders as well as an employee who has completed the career evaluation interview, 20-30 months on the job, and has been identified by their staff leader to have leadership potential.



How much does it cost?

\$1,700.00

(Includes travel /lodging/ meals beginning with Monday dinner through Friday lunch)

When in 2016?

#1601/February 1-5

#1602/March 7-11

#1603/April 4-8

#1604/May 16-20

#1605/June 13-17

#1606/July 25-29

#1607/August 8-12

#1608/September 26-30

#1609/October 10-14

#1610/November 28-December 2

Where?

Westlake Campus

1 Village Circle, Westlake, TX 76262

How do I register?

Visit the ScoutingU webpage.

**Online
Registration**

