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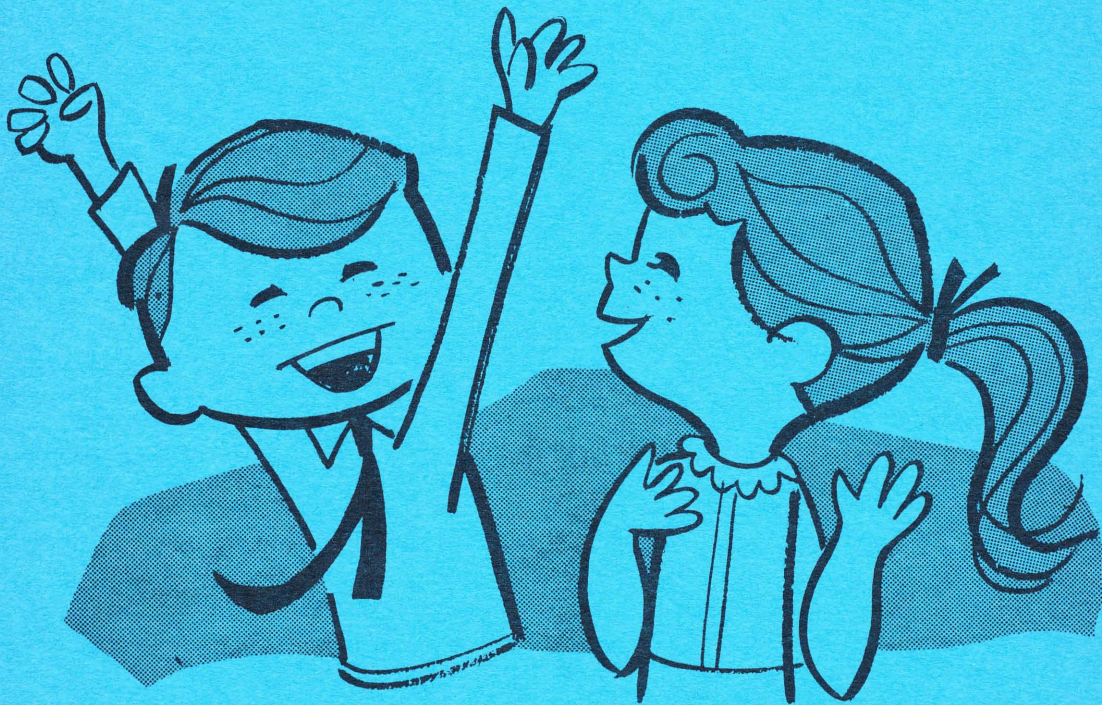
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THE APPRENTICE LEADER

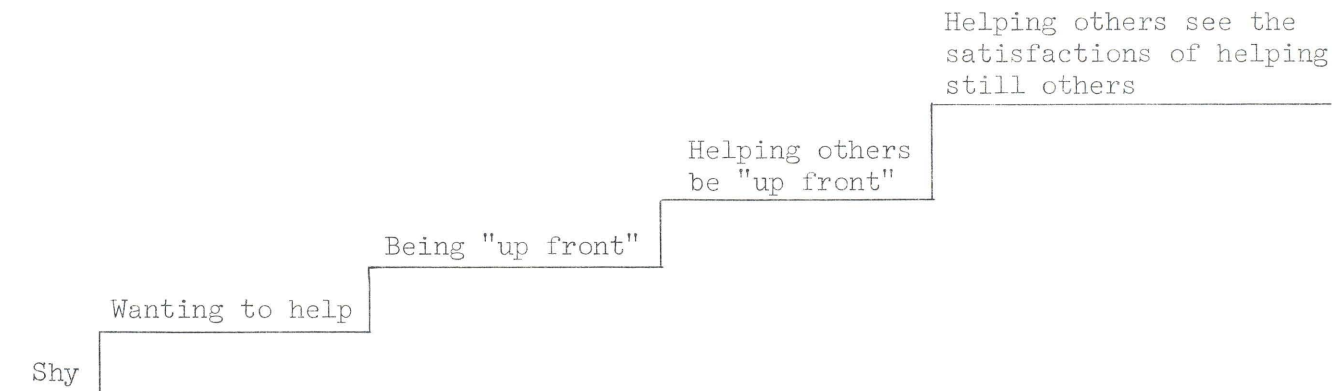


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THE APPRENTICE LEADER

As adults and youth grow in leadership development, they will gain greater satisfactions in helping others succeed in leadership tasks rather than always trying to be in the limelight themselves.

STEPS IN LEADERSHIP DEVELOPMENT



What can you do as an APPRENTICE LEADER? What are you most interested in doing? What are some things that need doing in your club? Talk with your adult leaders. What would they like you to help with? How much time do you have to spend as an APPRENTICE LEADER? If you have asked all of these questions and still have not come up with anything, here are some suggestions you might want to consider: visit members in their homes, if within walking distance; help with telephone calls; recruit new members; be the official welcomer for new members, parents, and visitors at club meetings; help members with projects; help leaders with their record keeping; assist with club tours; help behind the scenes with officers, recreation leaders, song leaders, and club reporters.

WHAT IS GOING FOR YOU AS AN APPRENTICE LEADER? Plenty! You have enthusiasm, spirit, and drive. You were a ten- or eleven-year old just recently, so you know more about how these younger members think and feel. Because you are older, they look up to you and will use you as an example. Remember, it isn't always what you say that counts - it is also what you do. You will want to read the other bulletins on leadership. They will give you ideas on how to be more effective as an APPRENTICE or TEEN LEADER.

Younger members especially want to be doing something. They want action. They are much more likely to learn by doing than by listening. Tours, trips, hikes, and other exploring outings can be effective learning situations. Let them be creative and willing to try new things.

If you are to teach younger members some kind of project skill such as measuring ingredients for a cake or preparing the soil for planting, enlist the help of younger members. Show one of them how to do a simple task and have them show the rest of the group. It will make them feel important and involved. This way you are beginning to give your leadership job away by developing other leaders. This is the sign of a real leader. Don't let members concentrate so much on making the "perfect" exhibit that they miss out on opportunities of learning and discovering. Discovering what? - - the fun of a campfire, the smile on the face of an elderly person who has been visited, the sight of Dad popping his buttons over his daughter's first cake, the taste of success, the taste of failure, how it feels from the inside to have a pat on the back - - these are learning experiences too.

SOME THINGS ABOUT PEOPLE - regardless of age, people want to:

1. feel wanted, loved, appreciated, and accepted.
2. have a part in planning what they are going to learn or do. If they do

have some part in the planning, they will usually be much more determined to succeed.

3. need to be encouraged and praised.
4. be listened to rather than talked to.

People have different interests and goals in life. Just because you were interested in giving demonstrations, don't think that every ten-year old should follow your route.

Look for the good in people. They will usually respond much better than when you continually criticize them. Be truthful with them though.

As an apprentice leader, one of your jobs is to help others. You can be most effective by asking questions rather than being so eager to give advice. People learn through discovery. Your job is to keep asking questions until they discover for themselves what is best for them.

Where can APPRENTICE LEADERS get help? Talk with your adult advisor, read additional bulletins on leadership, check signals with other apprentice or teen leaders, visit with the members too. Be a good listener. Try not to be defensive. Be willing to share your ideas and also try suggestions from others as a give-and-take proposition. The same thing applies when you are working with younger members. Your way may already be out of date with them.

Where do YOU fit into the picture? After visiting with others and doing some thinking on your own, you should begin to discover how and where you can learn the most and be of the most help in your local club. Once you and your adult advisor have agreed upon your responsibilities, get a plan down on paper. Using Form 210A, Member's Personal Plan and Evaluation, outline what you want to learn and what you want to do to learn it. Next, outline what you want to do as an apprentice leader

and just how you plan to go about doing it. Give a copy to your advisor and keep a copy for yourself. Read it every month. Discuss your problems and your progress with your adult advisor. Sometimes adults are so concerned with having everything run perfectly, they are unwilling to share responsibilities with apprentice leaders. Occasionally young people are so confident that they wish to avoid any dealings with adult advisors. As an apprentice leader, you have a very special and unique contribution to make in your local club. So does your adult advisor. Make certain that the two of you visit often. Share your ideas, thoughts, and feelings with them. They will want to help you without trying to control your every move. As they gain confidence in you they will start giving you more freedom and responsibility.