



Hawkeye Area Council - Scouting America  
Wood Badge – Adult Leadership Training  
September 26th-28th and Oct 11th-12th, 2025



## Employer Information

Wood Badge is the highest and most advanced training course offered by Scouting America for its leaders. While it is rich in tradition and culture, participants will spend 5 days studying modern leadership theories from some of our best contemporary authors.

On Day 1, in classes called “Living the Values” and “Know Thyself”, they cover the work of Steve Covey, and his **7 Habits of Highly Effective People** and “**Start with Why**” by Simon Sinek. Later, they cover the work of John Maxwell; **21 Irrefutable Laws of Leadership** and **Leadership Gold**. Next on their agenda is an extensive study of how to *communicate effectively*, including works by Marshall Goldsmith, Michael Lombardo and Robert Eichinger. They finish up with *The Speed of Trust* (Steven Covey). They study Inclusion and Diversity in modern settings. As a foundation, the EDGE method of Instruction and Leadership is learned and used.

On day 2, they plunge into Program/Project Management, including work Breakdowns and Project Blue Prints, Staff assignment techniques and Project Scheduling. After that, it’s Team Building with the works of Ken Blanchard, Tuchman / Jensen and Paul Hersey. They cover the classic stages of **Team Development** (forming, storming, norming and performing) and the related management/leadership methods for handling each phase, Directing/Coaching/Supporting/Delegating. And, yes, what to do if there are problems.

Day 3 features the work of Tony Alessandra and Michael O’Conner, including the **DISC** method of behavioral style modeling. This is followed with discussions and studies in Coaching and Mentoring. Featured in this is the work of Donna Deeprose and **The Team Coach; Vital New Skills for Supervisors and Managers in Team Environments** (2013). Included is a review of how to utilize a Facilitator.

On Day 4, since it is a Scout course, most of the activity moves outdoors, but classroom work continues at the **Allsop Learning and Education Center** in the areas of Embracing and Leading Change, with current guidance from folks like John Potter, Blanchard and Johnson (2013) and Potter/Rathgeber’s **Our Iceberg is Melting; Challenging and Succeeding Under Any Conditions**. After the Academics, the afternoon revolves around each “patrol” solving 8 physical puzzles requiring cooperation and team management to complete. The day ends with further study in the areas of Diversity and Inclusion.

The last day features techniques for using leadership tools, and a summary and review of the Course under the title “Great Leaders are Great Teachers” and includes looking at the Servant Leadership model that has been present throughout the course.

After the course weekends, each participant will have created 5 additional “ticket” items that they will have to complete within the following 18 months, in order to receive their recognition, the Wood Badge Beads which have been awarded to the program’s graduates since 1919.

We appreciate employer support of their employees on the Wood Badge Journey to develop their personal and professional leadership skills. Such a course, covering such a range of material and its **Practical Applications** will seldom be found at the cost with which Wood Badge is presented.

If you have any questions regarding the Course, please contact Christopher Cheatum, Course Director (woodbadge2025hac@gmail.com) for further information.