



Manager of Learning

This Leadership Skill enables Leaders to:

- Understand the Manager of Learning strategy as an essential technique and tool of leadership.
- Understand the emphasis in Scouting skill instruction and development is on learning
- Understand the effective integration and use of the EDGE method in the teaching-learning process
- Understand how the effective use of the manager of learning strategy contributes to the team building process

Learning new skills serves as a cornerstone of the Scouting advancement program, as well as the Troop Leadership Training program. The chief method used in skill instruction is the EDGE method. When combined with effective leadership at the Patrol level, this process is combined with the basic skills of *Effective Communication*, *Understanding The Needs of the Group*, and *Evaluating* using the *Stop, Start, Continue* tool, a Leader can aim the skill development to the needs of the group, which he serves. An effective manager of learning blends these competencies together, as illustrated below.



In Scouting and Troop Leadership Training, we use the Manager of Learning strategy. This strategy incorporates more than one single method of instruction. The manager of learning method is built on the group participation and accelerated learning model to maximize the experience of every participant. If ideas and material are presented effectively, the Manager of Learning strategy can also be an effective strategy in the Team Building process, by involving all members of a Patrol or team in the skill development process.



An experienced manager of learning understands that multiple methods of instruction and skill practice should be used whenever possible to fully learn, experience, and master a skill. As a manager of learning, the emphasis is on learning, and there is no better tool to use in this process than the EDGE method. It is the task of the leader to help the members of the Troop and Patrol to become more effective contributing members of the team, and to eventually become leaders themselves.

*The Training **EDGE***

Explain

- Tell them (talk, audiotape)
- Give written instruction or explanation (paper, book, web page)

Demonstrate

- Show (include role plays, videos, computer animations)
- Do it yourself as they watch
- Use a diagram
- Tell a story (can be fictional or real-life examples)

Guide

- Watch them do it and give verbal hints and tips
- Do it together (at the same time)
- Let them try it; then talk about it
- Let them ask questions as they try it

Enable

- Give a memory aid
- Give them a task that requires this learning
- Ask them to teach someone the new learning
- Give them the resources to do it again without you
- Help them use the learning again in a new setting or situation