**Cub Scout Roundtable: How to recruit new leaders and how to bring them up to speed**

* Identify your needs
	+ Begin looking in the spring, not during recruitment season.
* Develop a list of prospects.
	+ Look to grandparents of current scouts that will have a younger sibling.
	+ Look to possible parents that are younger for older dens.
	+ During recruitment, talk with adults that would volunteer.
	+ Develop a people resources list.
* Contact the prospects.
	+ Have a face-to-face conversation.
	+ Value the leadership. “How do you feel about asking for help?” Think aof when you were asked to help.
	+ Identify the leaders.
* Ask for Commitment.
	+ Thank them for volunteering.
	+ Explain the needs/process to volunteer. Don’t sugar coat it, tell it like it is. And explain the training needs/expectations.
	+ It’s maybe, give some additional information, give examples and give a reasonable and short time period to decide (2-3 days max). And don’t forget to follow up to the deadline.
	+ Don’t pressure. Let them no that it is okay to say no.
	+ Be prepared for “no” but maybe “yes” to something else.
* Complete training.
	+ YPT
	+ Specified training
	+ Additional links to help.
	+ Provide resources like den specific leader books and the Cub Scout Leader How-to Guide.
	+ Visit den meetings to help guide them after they begin. Always give positive feedback. Today’s den leaders could be tomorrow’s Cubmaster/Committee Chair.
* Summary
	+ Always give thanks.
	+ Always be looking for opportunities to expand.
	+ Remember you risk everything by never asking them to do anything.
	+ And ALWAYS take yes for an answer.