**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.