

COHORT 4 OUTCOME SUMMARY



EMERGENT LEADERSHIP SERIES

LEARNING OBJECTIVES:

We asked each participant to rate their knowledge or confidence in each of the 80 unique learning topics before starting, and then after completing the course. The survey was built on a scale of 1-5, where 1 is very low or no knowledge or confidence, 2 is Low, 3 is OK, 4 is Good, and 5 is Very High. A full report of the growth reported in each of the 80 areas is available upon request, here are the key statistics:

- **100%** of the 80 topics showed improvement
- The pre-course participant average was 3.47, the post-course participant average was 4.06, representing nearly **20% improvement** on average across the combined leadership disciplines
- The composite score pre-course average was 278, the **post-course composite average was 325**
- The average gain in each of the 80 topics was 0.60, with 24 of the 80 topics showing **over a .75 gain**

PARTICIPANT FEEDBACK:

Post course, we asked each participant to evaluate the stated course objectives, design elements, and course methods. The evaluation was on a simple 10-point scale. The full report of each aspect is available, here are the key statistics and comments:

Willingness to recommend course to other Emergent Leader in the BSA/Council	9.0
Leadership Content	9.1
Course helped prepare me for my next Scouting role	8.6
Opportunity for personal growth	9.2
Helped me to build relationships across the organization	9.4
Gave me greater cross-functional awareness	9.2

QUICK STATISTICS

21 PARTICIPANTS FROM

- **11** LOCAL COUNCILS
- **12** STATES
- **7** COUNCIL SERVICE TERRITORIES

6 EXTERNAL SPEAKERS **20+** BSA GUEST SPEAKERS

9
BOOKS STUDIED

3 RETREATS

34
ONLINE COURSES COMPLETED BY EACH PARTICIPANT

SELECTED COMMENTS FROM COHORT 4 PARTICIPANTS/ALUMNI

"ELS really was a one of a kind experience - one that has made me a better team member, manager and coach. Thank you for helping make this possible."

"ELS gave me the tools to better understand and lead with my core values. It helped me grow both personally and professionally, and I now feel I have a deeper understanding of what Scouting America truly represents."

"Wrapped up an incredible Emergent Leadership Series experience! I was hesitant to take it on in the beginning but I'm SO glad I decided to go for it. I have met the most amazing people, reconnected with some old friends, and have learned and grown SO much! The participants and faculty are more than just colleagues, they're family now. I can't recommend this training enough!"