"THE STING: A FOUR PART LEADERSHIP WORKSHOP"

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SITUATION

Four-H youth and adult leaders are often called upon to plan and conduct activities and programs. The leadership ability required is not innate; it must be developed.

Many leaders do not feel comfortable in front of a group, nor do they have the skills necessary to lead large group activities. They may be unprepared, unable to control the group, or generally disorganized. At many leader training meetings, the emphasis is placed on subject matter skills, neglecting leadership skills.

With these thoughts in mind, a program was developed which focused on leadership skills. The four-part workshop utilized "learn by doing" teaching and the movie "The Sting" as a theme.

OBJECTIVES

Through participation in "The Sting", youth and adult leaders will:
1. Gain new ideas for large group activities.
2. Understand the four parts of group leadership development.
3. Gain leadership skills.
IMPLEMENTATION

Participants were eighty experienced camp counselors attending the Resource Counselor Workshop at Camp Upham Woods and forty-five adult leaders at Northcentral Regional Leader Forum in Madison.

The presenters were dressed as the two main characters in the film and the movie theme was playing as participants entered the room.

The program began with a brief review of the storyline of the film. The four parts of the film were the basis of the four-part presentation. As in the film, sign cards were used to distinguish between parts. Specific leadership principles were emphasized in each part. (See APPENDIX I)

THE SET-UP

"Be prepared" was the real message of this first part and relays were used to demonstrate that message.

THE CON

Motivating a group and arranging them in working sections were the principles covered in "The Con". Folk dancing was the activity used to show how "The Con" works.

THE HOOK

After groups were arranged, getting started sometimes causes problems. In part three, participants learned how to give directions and maintain group order. Singing and mealtime games were the activities used.

THE STING

Knowing how to end and when to end group fun is important. These topics were demonstrated using dramatics and skits. Participants in both workshops were asked to plan and present a skit.

This was followed by a brief review re-emphasizing the relationship between the four parts of the movie and the parts of the presentation. A "Plan of Action" form designed to help leaders plan future activities was also distributed. (See APPENDIX II)

In addition, at one workshop, time was provided for the participants to use what they had learned. Small groups were responsible for planning 20-30 minutes of group fun, and then leading the total group. They could choose from the following areas:

-- mealtime fun
-- dancing
-- dramatics
-- active games
-- singing
-- relays
The teaching time needed for this workshop is flexible. The minimum is 1½ hours, but 2½ hours allows the participants to lead some activities.

RESULTS

"The Sting" was presented to 125 youth and adult leaders. The presentation stressed recreation leadership skills and group recreation activities.

Results of evaluations indicate:
1. 100% of the participants could name the steps to "The Sting" and relate them to leadership.
2. The presentation was creative and motivated leaders to be more creative when teaching.
3. Participants learned how to involve others in large group recreation.
4. Participants learned how to control a large group.

Leader comments included:
-- The most valuable part was learning how to involve everyone...young, old, shy, and the Too Cool Blues.
-- Learning how to keep the attention of the adults and getting the group into action was the best part.
-- I learned to be aggressive, to assert myself when I lead, and how to 'con' others.
-- Your theme was great...it had our attention immediately.

IMPLICATIONS

Many 4-H activities present an opportunity for leadership development, but youth and adult leaders need encouragement and practice to develop their leadership potential.

This workshop provided some encouragement by stressing leadership skills and new ideas for large group activities.

Five 4-H leaders wrote the presenters following Northcentral Regional Leader Forum and all were planning to practice what they had learned by teaching something similar in their home state.

Conducting leadership activities like "The Sting" can improve the ability of 4-H leaders to plan, lead, and evaluate other 4-H activities.
The Hook

Once the group is primed for the activity, the next step is THE HOOK, or actually doing the activity. So often, leaders forget the activity cannot run itself. THE HOOK insures controlled chaos and a democratic leader.

REMEMBER!!
-- Offer a short introduction to your activities!
-- Set a START and STOP signal (lights, bell, whistle, flag-waving).
-- Select team captains for conveying instructions.
-- As group leader, be visible at all times and circulate to each group.
-- Commend your team captains for the work they have done assisting you!!

"THE HOOK"

Activity Used for Demonstration:
Mealtime Games-Graces-Challenges

Materials Needed: The words to appropriate camp graces (either printed on a large card for all to see or on a 3x5" card for the leader's use); ping-pong balls; paper and pencils; tables and chairs/benches

The Sting

Now you've got them--don't let them get away! They are thinking like you want them to, so don't blow it! Playing the same game too many times leaves everyone feeling tired, bored, and worst of all, knowing what comes next! Understanding when to stop and how to stop are important! This is THE STING!!

REMEMBER!!
-- Don't play the same games over and over!
-- Don't play too long!
-- End on an upbeat, stop before everyone wants to. Leave them saying: "ONE MORE TIME!!"
-- Plan those extra activities!
-- If your plan doesn't work for you one time, learn from your experience. What went wrong? Then lead again! PRACTICE MAKES A PERFECT STING.

"THE STING"

Activity Used for Demonstration:
Dramatics and Skits
Pan Skit
"Pay the Rent"
Group Dramatics

Materials Needed: Teams with the same number of members; preplanned events to re-enact on 3x5" cards (for leader); piano, piano, large poster with skit lines for audience.
The Set-Up

This could well be the most overlooked part of leadership. It happens behind the scenes, before the group is even assembled. In a good SET-UP, the equipment is ready, the leader has practiced what to say, and extra activities are planned. Too many good times never get off the ground because they weren't SET-UP!!

REMEMBER!!
-- Know your group. What will they like?
-- Have all equipment set, ready to go!
-- Practice and think about the activities ahead of time so you will know what happens each of the way.
-- Plan extra activities JUST IN CASE!!

"THE SET-UP"

Activity Used for Demonstration: Relays
-- Skin the Snake
-- Toothpick and Lifesavers
-- Bat Relay
-- Apple and Spoons

Materials Needed: Toothpicks (1 per person), Roll of Lifesavers, Baseball Bats, String, Apples, Spoons (1 per person)

The Con

This section is similar to the land form, the Great Divide. It deals with the very important part of leadership -- getting the group set to go. Not only does the leader have to know what activities will work with the group, but the leader has to be able to motivate the people, arrange them in working sections, and get them to feel good about the others they are interacting with. As with the Great Divide (which separates the east from the west), THE CON offers a sure-fire way of organizing the group and keeping them happy, therefore ready for the rest of the program.

REMEMBER!!
-- Approach the group with excitement in your voice!
-- Stand where all can see you!
-- Capture their attention.
-- Divide-arrange the group BEFORE giving any instructions of play.
-- Use simple directions! Add the more complicated ones when the group can handle them.
-- Compliment everyone's efforts!
-- As the leader, keep the enthusiasm going. Make the people think they are having the best time of their life! That is THE CON!!

"THE CON"

Activity Used for Demonstration: The Virginia Reel folk dance

Materials Needed: Record Player, music (The Blackberry Quadrille), speaker system if a large group.
APPENDIX II

RECREATION PLAN OF ACTION FORM

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<tr>
<th>COMMITTEE MEMBERS:</th>
<th>SIZE OF GROUP</th>
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<tbody>
<tr>
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<td>TIME AVAILABLE</td>
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<td>AGE OF GROUP</td>
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<td>PLACE OF EVENT</td>
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<th>LIST LIMITATIONS IF ANY</th>
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| ACTIVITIES TO OFFER (list): |
|                            |

| EQUIPMENT NEEDED (list): |
|                          |

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<thead>
<tr>
<th>ORDER OF ACTIVITIES</th>
<th>LEADERSHIP BY WHOM</th>
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| EVALUATION TECHNIQUES YOU PLAN TO USE. |
| HOW WILL YOU KNOW IF THE GROUP LIKED WHAT YOU DID? |
| HOW WILL YOU KNOW IF THE GROUP LIKED WHAT YOU DID? |

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<thead>
<tr>
<th>THINGS YOU WOULD DO DIFFERENTLY NEXT TIME (list)</th>
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