



10-Day Objectives At-a-Glance — Coach One-Pager

Young Leaders 2026 · 5 weeks · Tue/Thu 6-8 PM · 18 registered (capacity 24) · 4 teams · 3 Junior Leaders + co-coach anchoring

#	Session	Youth objective (“I can...”)	Icebreaker	Coach focus #1
1	W1 Tue · Who Am I as a Leader?	I can name my leadership compass direction, one strength and one stretch - and my team has a name and a signed charter.	Silent Line-Up	Engineer 4 balanced teams (4-6 kids each; 5+5+4+4 at current enrollment) by compass + assign table leaders - Junior Leaders on Teams
2	W1 Thu · Communication is a Superpower	I can give instructions people can actually follow, listen actively, and deliver a 30-second pitch about myself.	Back-to-Back Drawing	Model active listening theatrically all session (kneel, eye contact, repeat back)
3	W2 Tue · Leading Through Storms	I can name my conflict style, choose a better one on purpose, and give Glow & Grow feedback that helps instead of hurts.	Helium Stick	Normalize conflict from minute one - teams that never disagree are teams that never care
4	W2 Thu · Empathy: A Leader's Superpower	I can step into someone else's shoes and map what they think, feel, say and do - the first step of designing for real people.	Commonality Circle	Guard the tone in the persona walk - it makes or breaks the session
5	W3 Tue · Problems Are Hidden Opportunities	I can spot community problems, dig to their root causes, and flip one into a 'How Might We...' opportunity.	Problem Storm	Honor every interview a kid actually did - read quotes aloud with credit (this decides whether missions get done all program)
6	W3 Thu · Design Thinking Bootcamp	I can take an idea from my head to a rough prototype and pitch it in 2 minutes.	Marshmallow Challenge	Enforce the rough-prototype rule relentlessly
7	W4 Tue · Our Real Challenge	Our team has committed to ONE real community problem, and I know my role in solving it.	Speed Networking	THE GATE is your most important 10 minutes of the program - too big or too vague now means tears in Week 5
8	W4 Thu · Build Studio	Our prototype exists, our budget is real, and another team's feedback already made it better.	60-Second Sell	Prototype > polish: a cardboard demo that works beats a beautiful poster that explains
9	W5 Tue · Pitch Craft & Dress Rehearsal	I know exactly what I say and do on Showcase Day - and I have already done it once, for real.	Affirmation Circle	EQUITY OF VOICE: walk the roster - if any child has no locked speaking part, fix it before they leave tonight
10	W5 Thu · SHOWCASE DAY	We presented our real solution to real people - and celebrated how far we've come.	Team Huddle & Cheer	Protect the timeline - empower the mentor timekeeper with real authority including over adults

Every session: Pledge opening (youth-led from S3) · icebreaker bridges to the skill · ELM debrief (Share-Process-Generalize-Apply) · Passport entry · preview + cheer



SESSION 1

ROOM

- Circle of chairs + 6 gallery stations + 4 team tables
- Compass corner signs up (from K1)
- Pre-built balanced team lists ready (4 teams: 5+5+4+4)
- Passports stapled x26

MATERIALS PULL

- K1 quizzes x26
- K2 charters x4
- K11 Passports x26
- Banner paper + markers
- Name tags

SESSION 2

ROOM

- 12 back-to-back chair pairs
- 5 build stations w/ cup sets + Architect chairs facing away
- Structure photos sealed

MATERIALS PULL

- K3 pitch builders x26
- Photo cards x4x2
- Drawing paper, blindfolds (opt)
- Timer + bell



SESSION 3

ROOM

- Open floor for Helium Stick x2 groups
- Four Moves poster up
- Stage corner taped

MATERIALS PULL

- 2 light sticks/poles
- K4 spotters x26 + scenario cards x4
- Feedback stem cards
- C5 slips

SESSION 4

ROOM

- Clear center lane ~8 steps each way
- 5 tables w/ poster empathy maps
- Quiet corner ready

MATERIALS PULL

- K5 persona cards x26 + script
- K5 empathy maps x4 poster-size
- Pledge cards x4



SESSION 5

ROOM

- Projector + sound TESTED, videos queued
- REAL VOICES blank wall poster
- Problems/HMW split board

MATERIALS PULL

- K6 detective sheets x26
- Scenario cards x4
- Sticky notes big pile
- 2 videos + 4-H story

SESSION 6

ROOM

- 4 marshmallow kits pre-bagged EXACTLY
- Craft table stocked center
- DT poster blank spaces
- Stage + audience arc

MATERIALS PULL

- Spaghetti/tape/string/marshmallows x4
- K7 sprint sheets x4
- C5 slips x60
- Music + timer



SESSION 7

ROOM

- 5 tables: 2x2 poster + dots + K8
- ALL walls visible (voices, trees, maps)
- 1 laptop/tablet per team
- Brief a mentor as 'Councilmember Ruiz' (Hot Seat)

MATERIALS PULL

- K8 charters x4
- Dot stickers
- 2x2 posters x4
- Ruiz question bank (coach script)
- Your private Sparks map

SESSION 8

ROOM

- Workshop mode: 4 labeled build stations
- Craft table OVERSTOCKED
- Peer-review pairings posted
- Music ready

MATERIALS PULL

- Craft kit full
- K9 budgets x4
- Fix List cards x4
- C5 slips
- Poster boards x8



SESSION 9

ROOM

- ROOM IN TRUE SHOWCASE CONFIG (non-negotiable)
- Judge table + timer + 30-sec card
- Pitch arc poster
- Booth zones taped w/ names
- Green Room corner

MATERIALS PULL

- K10 storyboards x4
- Booth checklists x4
- C4 run-of-show x8
- Glow&Grow slips
- CERTIFICATES printed+checked

SESSION 10

ROOM

- 5:30 setup: booths, rows, judge table, signage, door station
- Evidence wall + clover wall visible
- Green room + pizza table

MATERIALS PULL

- Judge packs x3+1 (C3)
- MC one-card 14pt
- Certificates alphabetized
- 7 awards + dots
- Feedback cards + sign-in (C6/C7)
- Camera charged



Welcome, judges! These 11-14 year-olds spent five weeks finding a real community problem, interviewing real people, building a prototype, and budgeting a real ask. Your presence is the point: youth rise to real audiences. Three requests: (1) score during the 1-minute transitions, not while kids speak; (2) ask kind, real questions — 'What does it cost?' 'What's your first step?' — being taken seriously by you is a memory they'll keep; (3) decisions by 7:20 during the fair, sheet to the coordinator by 7:22.

Rubric — score each 1-5

<p>PROBLEM & EVIDENCE</p> <p>Is the problem real and local? Did they SHOW proof — interviews, photos, counts?</p>	<p>1 2 3 4 5</p>
<p>SOLUTION & CREATIVITY</p> <p>Does the solution match the root cause? Is the prototype thoughtful? Original thinking?</p>	<p>1 2 3 4 5</p>
<p>DELIVERY</p> <p>Clear? Confident? Did every teammate speak? Did they handle Q&A with poise?</p>	<p>1 2 3 4 5</p>
<p>TEAMWORK</p> <p>Do they operate as one team? Shared airtime, smooth handoffs, mutual respect?</p>	<p>1 2 3 4 5</p>

5 = wow, tell your friends about it · 3 = solid, gaps showing · 1 = needs love. Halves allowed. Trust your gut, note one WOW moment per team — we read those aloud at awards when possible.



Team Scorecards

Young Leaders Summer Program 2026 · 4-H Edition · One card per team · circle scores during transitions

SHOWCASE

TEAM #1 of 4: _____

Problem & Evidence	1	2	3	4	5	WOW moment (one line): _____ _____
Solution & Creativity	1	2	3	4	5	
Delivery	1	2	3	4	5	
Teamwork	1	2	3	4	5	

TOTAL: ____ / 20

Question you asked:

TEAM #2 of 4: _____

Problem & Evidence	1	2	3	4	5	WOW moment (one line): _____ _____
Solution & Creativity	1	2	3	4	5	
Delivery	1	2	3	4	5	
Teamwork	1	2	3	4	5	

TOTAL: ____ / 20

Question you asked:

TEAM #3 of 4: _____

Problem & Evidence	1	2	3	4	5	WOW moment (one line): _____ _____
Solution & Creativity	1	2	3	4	5	
Delivery	1	2	3	4	5	
Teamwork	1	2	3	4	5	

TOTAL: ____ / 20

Question you asked:



Team Scorecards

Young Leaders Summer Program 2026 · 4-H Edition · One card per team · circle scores during transitions

SHOWCASE

TEAM #4 of 4: _____

Problem & Evidence 1 2 3 4 5

Solution & Creativity 1 2 3 4 5

Delivery 1 2 3 4 5

Teamwork 1 2 3 4 5

TOTAL: ____ / 20

WOW moment (one line):

Question you asked:



MOST CREATIVE SOLUTION (team)

the most inventive approach

BEST TEAMWORK (team)

collaboration you could SEE

MOST IMPACTFUL IDEA (team)

greatest potential community change

BEST PRESENTER (individual)

compelling, authentic delivery

RISING LEADER (individual)

most growth — coach's Thrive notes can assist

PEER MENTOR AWARD (returning youth)

service to newer members

JUDGES' CHOICE GRAND CLOVER (team)

the pitch that made you argue — in the best way

Tiebreaks: Judges' Choice → People's Choice dot count · Rising Leader → coordinator's observation notes. Every child already receives a named certificate — these awards are extra shine, not the point of the night.



Showcase Run-of-Show

Young Leaders Summer Program 2026 · 4-H Edition · Buffer lives in pizza. Cut your words, never their names.

AUG 6 · 6-8 PM

5:30-6:00

COACH + MENTOR CREW

Setup: booths staged, chairs in showcase rows, judge table with packs, signage up, sign-in sheet + guest name tags at door

6:00-6:10

ALL

Doors open, families seated; teams in final huddle + cheer; coach frames the day in 60 seconds

6:10-6:20

KIDS LEAD

Opening Ceremony: youth-led 4-H Pledge (families invited to stand and join), coordinator's 1-minute welcome, 'the story of 5 weeks' told by 2 Peer Mentors

6:20-6:50

TEAMS + JUDGES

SHARK TANK: 4 teams x (4-min pitch + 2-min judge Q&A), 1-min transitions. Junior Leader timekeeper holds 30-sec card + hard stop. Judges score during transitions.

6:50-7:30

EVERYONE

COMMUNITY FAIR (40 min): booths live, families rotate, kids run interactive elements. Judges withdraw to deliberate with rubric + scorecards (deliberation happens DURING the fair - this is what un-crams the old schedule)

7:30-7:50

ALL

AWARDS: every child called by name for certificate (photo moment) - then 6 awards: Most Creative Solution, Best Teamwork, Most Impactful Idea, Best Presenter, Rising Leader, Peer Mentor Award + Judges' Choice Grand Clover

7:50-8:00

KIDS + COACH

CLOSING CIRCLE (kids only): final Passport page - post-program compass rating + one word for the summer; coach's closing words; group photo

8:00-8:15

EVERYONE

Pizza social with families (overflow buffer lives here, not in the ceremony)



Roles — youth run the show, adults host

MENTOR TIMEKEEPER: _____

owns the clock + 30-sec card + hard stops — authority includes adults

PHOTO CAPTAIN (adult volunteer): _____

shot list: empty booths, every certificate walk, teams w/ visitors, winners, group finale

GREETERS x2 (youth): _____

sign-in, guest name tags, programs, feedback-card mention

AV RUNNER (youth): _____

slides/sound if any; paper backups live at the judge table

SETUP CREW (youth+mentors): _____

5:30 build per floor map; 8:15 teardown

PLEDGE LEADER + BACKUP (youth): _____

opens the ceremony; families invited to join

Contingency cards

JUDGE NO-SHOW Promote pre-briefed backup parent judge; 90-sec brief; 2 judges also works (coach breaks ties).

FROZEN PRESENTER Coach shadows stage-left. Two breaths of silence → most recover. Else: hand on shoulder, restart the beat, or next speaker flows in as drilled. Praise them at the fair.

PROTOTYPE FAILS LIVE Deploy the rehearsed line: 'and THIS is why we need the real materials!' Lead the applause.

RUNNING 4+ MIN LATE AT PITCH 3 Hand signal to judges: Q&A trims to 90 seconds for team 4.

THIN FAMILY TURNOUT Mentors + staff become enthusiastic audience/fair visitors. No kid faces empty chairs.

ABSENT TEAM MEMBER Understudy = whoever shares the storyboard box's beat. Team decides in huddle; coach confirms.



Feedback Slips — I like / I wish / What if

Young Leaders Summer Program 2026 · 4-H Edition · Cut apart · kind, specific, useful

S6 · S8

I LIKE... _____
I WISH... _____
WHAT IF... _____
for team: _____

I LIKE... _____
I WISH... _____
WHAT IF... _____
for team: _____

I LIKE... _____
I WISH... _____
WHAT IF... _____
for team: _____

I LIKE... _____
I WISH... _____
WHAT IF... _____
for team: _____



Feedback Slips — Glow & Grow

Young Leaders Summer Program 2026 · 4-H Edition · One glow + one grow. 'Good job' is banned.

S3 · S9

GLOW — this genuinely worked:

GROW — try this next time:

GLOW — this genuinely worked:

GROW — try this next time:

GLOW — this genuinely worked:

GROW — try this next time:

GLOW — this genuinely worked:

GROW — try this next time:



Family Invitation

Young Leaders Summer Program 2026 · 4-H Edition · Fill the blanks, send home + text/email

SEND WEEK 4

Dear Families,

Five weeks ago, your Young Leader walked in as one of a room full of strangers. On Thursday, August 6th, they walk on stage as part of a team with a real solution to a real problem in our community — one they found, researched with their own interviews, built with their own hands, and budgeted down to the dollar.

You are invited to the YOUNG LEADERS SHOWCASE — an evening of Shark Tank-style pitches to a real judging panel, a hands-on Community Fair (bring your voting sticker finger), an awards ceremony where every single child is celebrated by name, and pizza with the families who made this summer possible.

WHEN: Thursday, August 6, 2026 · Doors 6:00 PM · Opening Ceremony 6:10 · Pizza social 8:00

WHERE: _____

WHO: Everyone. Grandparents, siblings, neighbors — your Young Leader has been practicing for a full room.

One request: at the fair, visit every booth and ASK THE KIDS QUESTIONS. Being taken seriously by adults is the whole point of the night.

With pride,

_____ · Program Coordinator · Young Leaders Summer Program (4-H)



YOUNG LEADERS SHOWCASE 2026

Five weeks. Four teams. Four real solutions.

- 6:10** Opening Ceremony — youth-led 4-H Pledge (please stand and join!)
- 6:20** SHARK TANK — five pitches, judged live · 4-min pitch + judges' Q&A
- 7:00** COMMUNITY FAIR — visit every booth · try the demos · cast your People's Choice sticker vote
- 7:30** AWARDS — every Young Leader celebrated by name + team & individual awards
- 7:50** Closing Circle (youth) — and then:
- 8:00** PIZZA SOCIAL — meet the teams, meet the families

TONIGHT'S TEAMS (fill in)

Attendance + Thrive Tracker (24 rows - 18 registered, capacity 24)

Attendance: ✓ per session · Weekly Thrive check: S=Sparks B=Belonging R=Relationships E=Engagement — jot the letter when you SEE it

YOUTH NAME	S1	S2	S3	S4	S5	S6	S7	S8	S9	S10	W1 thrive	W2 thrive	W3 thrive	W4 thrive	W5 thrive
01	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
02	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
03	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
04	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
05	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
06	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
07	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
08	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
09	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
16	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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19	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Flag rule: any youth with no letters two weeks running gets a designed moment next session (structured power role, personal check-in, spotlight line).



Parent Feedback Cards

SHOWCASE

Young Leaders Summer Program 2026 · 4-H Edition · Cut apart · on every chair · collected at the door — the kids read every one

Tell us one true thing ■

The moment tonight that surprised me most:

One thing this program should NEVER change · one thing it could do even better:

My Young Leader is: _____ (optional) Would you recommend the program? YES / ABSOLUTELY

Tell us one true thing ■

The moment tonight that surprised me most:

One thing this program should NEVER change · one thing it could do even better:

My Young Leader is: _____ (optional) Would you recommend the program? YES / ABSOLUTELY

Tell us one true thing ■

The moment tonight that surprised me most:

One thing this program should NEVER change · one thing it could do even better:

My Young Leader is: _____ (optional) Would you recommend the program? YES / ABSOLUTELY



YOUNG LEADERS 2026

5-Week Summer Leadership & Social Entrepreneurship Program

REAL PROBLEMS · REAL SOLUTIONS · REAL JUDGES

WHAT YOUR YOUNG LEADER WILL MASTER

01 Personal Leadership

Discover their Leadership Compass — their natural style, strengths, and the confidence to speak up and step up.

02 Communication & EQ

Active listening, handling conflict like a pro, giving feedback that helps, and empathy that drives real design.

03 Team Collaboration

Team charters, real roles, and working through the storms — skills built through games, builds, and role-plays.

04 Social Entrepreneurship

Design thinking from problem to prototype: kids pick a REAL community problem, build a solution, and budget it.

THE 5-WEEK JOURNEY

DISCOVER

WEEK 1

Who am I as a leader?

CONNECT

WEEK 2

Conflict & empathy

DESIGN

WEEK 3

Problems into opportunities

BUILD

WEEK 4

A real community project

SHINE

WEEK 5

Rehearse & showcase

★ FINALE — AUG 6: Shark Tank pitch night + Community Fair with real judges. Families invited! ★

WHEN

July 7 – August 6 · Tuesdays & Thursdays
6:00 – 8:00 PM

Sessions: July 7, 9, 14, 16, 21, 23, 28, 30
& August 4, 6 (10 sessions)

WHERE & WHO

County Extension Office (CEO) Training Room
100 Wilco Way, Georgetown, TX

Intermediate Division — 6th, 7th & 8th grade ·

ONLY 24 SPOTS

\$50 in advance

\$60 cash at the door

Reserve early — capacity is capped at 24.

PayPal: paypal.me/cp4hgavelclub

Zelle: DianaWigginsTMI@gmail.com

Register: pay or email to hold a spot

SCAN TO PAY
VIA PAYPAL



Leadership Workshop Advisor: Vijay · Club Manager: Diana Wiggins · DianawigginsTMI@gmail.com

“To Make the Best Better” — Head · Heart · Hands · Health



You are not an assistant. You are the culture. The middle schoolers will copy what you DO long before they hear what anyone SAYS — how you listen, how you lose, how you treat the quietest kid in the room. You survived this program (or one like it); that makes you the most believable leader in the building.

Your three jobs, every single night

- **NOBODY STANDS ALONE.** Scan the room every ten minutes. A kid on an island? You land on that island. This is Job One and it outranks everything else on this page.
- **GO FIRST WHEN IT'S AWKWARD.** First to share in circles, first to sign the charter, first to look silly in a game. Your courage is a permission slip for the whole room.
- **VERIFY PASSPORTS BEFORE ANYONE LEAVES.** Every kid on your team completes their page every night. Stamp-check at 7:55. This is the program's growth data — guard it.

What you are NOT

- Not the police — behavior problems go to the coach with a quiet signal, not a public callout from you.
- Not the answer key — coach with questions ('what did you try? what ELSE?'), never with answers.
- Not their labor — your hands NEVER touch their prototype, their poster, or their pitch. If you're gluing, you're stealing their showcase.
- Not their buddy-buddy — you're friendly, but you're staff: group channels only, no private DMs, no rides, anything odd goes to Coach Vijay same night.

ESCALATE TO AN ADULT IMMEDIATELY — no judgment call needed:

Anything about safety or touching · a kid crying who isn't settled within 2 minutes · anything a kid tells you about being hurt or scared at home or school · a conflict that turns personal or physical · any food/allergy incident. Your line: 'Hold that thought — I want Coach to hear this with me.' You never carry these alone.

The rhythm of your night

- 5:45 — Mentor huddle with Coach: tonight's plan + which kid needs a designed moment.
- 6:00-7:40 — You're IN it: circles, games, your team's table. Sit WITH kids, never behind them.
- 7:40-7:55 — Debrief + Passport check (your stamp moment).
- 8:00-8:05 — Your 60-second report to Coach: who surprised you, who's fading, who needs a check-in Thursday.



Arrive 5:45 every night. Setup is split with the co-coach — your standing jobs: chairs/tables per the C2 checklist photo, gallery/station taping, team-table supplies, music queued. Then, each session hands you a featured moment:

- S1** Welcome machine at the door; scribe your team's charter (they write, you keep pace); check every baseline compass page.
- S2** YOUR NIGHT: the Peer Mentor Panel — one story ('what I wish I knew'), 2-3 minutes, then rapid Q&A. Prepare ONE story, not five.
- S3** Keep Helium Stick honest (fingers ON the stick); chair the feedback pairs; offer the Director role to kids who won't act.
- S4** Participate in the persona walk WITH them, dead serious — your tone protects the activity. Verify interview-mission names in Passports.
- S5** Hype the Real Voices wall; during problem trees ask 'why?' at your table at least three times.
- S6** Enforce rough-on-purpose; run the half-time show at 6:48 sharp; model one kind feedback slip out loud.
- S7** PROCESS GUARD: silent dot votes stay silent; every kid pitches their problem; if asked, play Councilmember Ruiz with heart.
- S8** Studio traffic control: every kid's hands on materials; keep the fix list at exactly three items.
- S9** Play a JUDGE in rehearsals (real questions, kind face); learn the timekeeper job — Thursday it's yours for real.
- S10** Real staff roles: Timekeeper (30-sec card + hard stops, authority includes adults) and AV runner are YOURS; Photo Captain goes to an adult volunteer; kids greet. Three of you + a room full of them: you RUN showcase night.



How to talk so middle schoolers actually grow

- Ask, don't tell: 'What did you try?' beats 'Do it this way.' Every time.
- Praise the MOMENT, not the person-in-general: 'When the tower fell, you said REBUILD' beats 'you're so smart.'
- Feedback = kind, specific, helpful. 'Good job' is banned for you too.
- Let small failures happen. A forgotten deliverable facing their own team teaches more than your rescue. (Safety failures — never. Everything else — let it land.)
- The quiet kid rule: don't spotlight them cold. Give structured power — Architect, Director, timer boss — and let the role do the talking.

Your Mentor Mini-Tracker — 4 checks per kid, every session

Use the grid on page 4 (one per week). After each session, 60 seconds per kid:

- V — VOICE: did they speak in a circle or group today? (tally, don't judge)
- H — HANDS: were their hands on the build/activity, or watching?
- P — PASSPORT: page done before leaving? (this one is pass/fail)
- ★ — ONE MOMENT: one sentence worth telling Coach. A surprise, a fade, a first.

The pattern that matters:

One quiet night is a mood. TWO sessions with no V and no ★ is a pattern — tell Coach and pick a designed moment together (Architect seat, Director role, evidence owner, cheer captain). You are the early-warning system: you'll see fading three sessions before the adults do.

Showcase night promise

Every kid on your team has a locked speaking line by end of Session 9. On the night, you know their lines. If one goes missing mid-pitch, you know the rescue (drilled at rehearsal). Their moment happening IS your win — you'll clap louder than the parents.



Mentor Mini-Tracker

Young Leaders Summer Program 2026 · 4-H Edition · V voice · H hands · P passport · ★ one moment · 6 rows = room for a 6-kid

PRINT 5 (one/week)

Mentor: _____ Team: _____ Week: ____ (Tue = left boxes, Thu = right)

Kid 1: _____ V H P

★ **Tue:** _____

★ **Thu:** _____

Designed moment needed? no yes — idea: _____

Kid 2: _____ V H P

★ **Tue:** _____

★ **Thu:** _____

Designed moment needed? no yes — idea: _____

Kid 3: _____ V H P

★ **Tue:** _____

★ **Thu:** _____

Designed moment needed? no yes — idea: _____

Kid 4: _____ V H P

★ **Tue:** _____

★ **Thu:** _____

Designed moment needed? no yes — idea: _____

Kid 5: _____ V H P

★ **Tue:** _____

★ **Thu:** _____

Designed moment needed? no yes — idea: _____

Kid 6: _____ V H P

★ **Tue:** _____

★ **Thu:** _____

Designed moment needed? no yes — idea: _____



This program runs on a small-staff model — you, the lead coach, 3 Junior Leaders, and 3 adult volunteers (who report to you), serving 18 registered kids with room for 24: the lead coach owns the front of the room — energy, script, timing. You own everything that lets that happen: the door, the materials, the clock's early warnings, the kid who needs a minute, and the clipboard that turns ten fun evenings into a measurable youth-development program. When both jobs are done well, the room looks effortless. That's the tell.

Your standing setup (arrive 5:30)

- Room config per the C2 checklist for tonight's session (junior leaders execute; you verify against the card).
- Materials table stocked and STAGED IN BLOCK ORDER — when Block B starts, its materials are already at hand, not in a box.
- Door duty at 6:00: greet every kid BY NAME (you own the roster), collect anything parents hand you, note who arrives low — a kid who walks in heavy gets eyes-on for the first 20 minutes.
- The clipboard: attendance at 6:10 sharp, Thrive Tracker (C7) all night — details on page 3.

During the session — your five quiet powers

- TIME WHISPERER: you track the run sheet and give the lead 5-minute warnings with a hand signal — never from across the room out loud.
- SECOND PAIR OF EYES: while the lead teaches, you watch the kids the lesson isn't reaching. Proximity is your first tool — just sit down next to disengagement.
- THE EXTRACTION: a kid overwhelmed mid-activity leaves WITH you casually ('help me carry this') — never as a public removal. Green Room corner, water, two minutes, back in.
- MATERIALS FLOW: blocks change every 20-30 minutes; you make transitions invisible.
- SAFETY OFFICER: allergy list in your pocket, first-aid kit location known, sign-out list at 8:00 — kids leave only with listed adults.



The coaching stance (same rules as the lead)

- Learn-by-doing is sacred: never skip or shorten the ELM debrief to 'save time' — the debrief IS the lesson.
- Ask, don't tell. Hands OFF prototypes, posters, and pitches — adult fingerprints on kid work devalue it at the showcase.
- Language discipline: compass directions are a home base, not a cage; conflict animals describe MOMENTS, not kids; never label a child in front of others ('our shy one') — they will wear whatever you say.
- Praise effort and specifics, not talent: 'you counted for a full hour' beats 'you're brilliant.'

Behavior ladder (in order — most issues die at step 1 or 2)

- 1. PROXIMITY — stand or sit near it. Say nothing.
- 2. QUIET WORD — private, brief, warm: 'What's the plan here?'
- 3. ROLE CHANGE — redirect energy into a job (timer boss, materials lead, photographer).
- 4. COACH CONFERENCE — lead coach + kid, aside, 2 minutes.
- 5. PARENT CONVERSATION — same night, factual, partnership tone: 'here's what we saw, here's what we tried.'
- NEVER: public shaming, sarcasm, punishment-by-exclusion from activities, or threats about the showcase. The showcase is every kid's — it's not leverage.

YOUTH PROTECTION — non-negotiables (county 4-H policy governs):

Two-adult rule: no adult alone out-of-sight with a child — doors open, corners visible. No private digital contact (group channels only). Photos only for kids with signed permission (list in your clipboard). If a child discloses harm: listen, don't interrogate, don't promise secrecy, report to the coordinator the SAME NIGHT and follow county 4-H reporting policy. Incidents (injury, allergy, conflict, disclosure): write a dated factual note that night — memory decays, notes don't.

Weekly 10-minute sync (Thursday, after teardown)

- Review the Thrive Tracker together: who has no letters two weeks running? (flag rule → designed moment next session)
- Pick a maximum of 3 kids for deliberate attention Tuesday — more than 3 and nobody gets it.
- Confirm next week's materials + who's briefing which junior leader.
- One question always asked out loud: 'Which kid did we not really SEE this week?'



You own the C7 Thrive Tracker. Attendance is a checkmark; the real work is the weekly letters — jot a letter ONLY when you see evidence with your own eyes. One letter per observation; blank is honest data too.

- S SPARKS**
A topic visibly lights them up — they lean in, talk fast, keep going after the activity ends. Note WHAT sparked, not just that it did ('S — animal shelters').
- B BELONGING**
They joined without being pulled in; they were greeted by name by another kid; they chose to sit WITH, not near.
- R RELATIONSHIPS**
A real exchange with an adult or mentor — asked a question, accepted feedback, sought someone out.
- E ENGAGEMENT**
Hands on the work, voice in the decision — they shaped something tonight, not just attended it.

Per-session data points (beyond letters — these feed the program's story)

- S1** Baseline compass page DONE for the full roster (non-negotiable) · who never spoke voluntarily → Architect Thursday
- S2** Who took the Architect seat · pitch volunteers (confidence baseline) · 'care about' themes → Sparks map
- S3** Storm behavior per kid: blamer / organizer / silent (you'll coach against these in Week 4)
- S4** Interview mission: name written in every Passport · any kid the persona walk hit hard → door check-in Tuesday
- S5** Sparks map final pass: which problem lights which kid (drives Session 7 team choices)
- S6** Iteration behavior: who tested early, who froze at imperfection · real-problem line in every Passport
- S7** Record per team: problem, countable success line, roles with names · dot-vote losers acknowledged publicly?
- S8** Evidence assignments per kid (WHO gathers WHAT) · budget realism check per team
- S9** Confidence self-rating per kid (flag 1-2s for a door word Thursday) · EVERY kid's locked line verified
- S10** Speaking moment happened per kid ✓ · post-compass page collected/photographed · one growth sentence per kid for the 4-H report

Why this matters beyond the summer:

Compass pre/post + your letters + rubric scores + parent cards = the program's impact evidence. It writes your 4-H county report, funds next year's mini-grants, and tells you which of these kids to invite back as junior leaders. Ten minutes of clipboard a night buys all of it.



Thank you — with up to 24 kids, 3 Junior Leaders, and 2 coaches, you three are what makes this room feel calm instead of chaotic. You are support crew, not program staff: the coaches run the teaching, the Junior Leaders run the tables, and you make everything around them frictionless.

Your standing jobs (pick lanes at the 5:45 huddle)

- STATIONS & GALLERY: tape up, restock, and reset activity stations; during rotations, keep traffic moving — you are allowed to be theatrically excited at a quiet station.
- MATERIALS RUNNER: the supply table is yours — staged in block order, restocked mid-session, nothing runs out mid-build.
- DOOR & SIGN-OUT SECOND ADULT: at 6:00 and 8:00 you double-cover the door with the co-coach; kids leave only with listed adults.
- EXTRACTION BUDDY: if a coach walks a kid out for a breather, YOU make the two-adult rule work — visible, nearby, not hovering.
- SHOWCASE NIGHT: one of you is Photo Captain (shot list in C4), one runs fair traffic, one is pizza-and-guests marshal.

House style (so kids get one consistent experience)

- Ask, don't tell — 'what did you try?' beats giving the answer. Hands OFF kid projects, even when the glue is going sideways.
- Praise specifics ('you counted for a whole hour') and never label a kid aloud ('the shy one' sticks forever).
- Behavior: your tool is proximity + a quiet word. Anything more goes to a coach — you never discipline publicly.

YOUTH PROTECTION — same non-negotiables as staff:

Never alone out-of-sight with a child (doors open, corners visible). No private digital contact with youth — ever. Photos only of kids on the permission list (Photo Captain gets it). If a child discloses harm: listen, don't interrogate, don't promise secrecy — bring it to the coordinator the SAME NIGHT. County 4-H policy governs everything on this line.

Your night at a glance

- 5:30 arrive with the co-coach · 5:45 huddle (lanes assigned) · 6:00 doors · during blocks: your lane + eyes up · 7:55 help passport/teardown reset · 8:00 sign-out door · 8:05 you're done, and every family is grateful.



Over five weeks, your Young Leader will discover their leadership style, learn communication and conflict skills, then design, build, budget, and publicly pitch a REAL solution to a REAL community problem — ending Thursday, August 6 with a Shark Tank showcase and Community Fair. You're the audience that makes it real.

The four moves of a great program parent

- **ASK, DON'T ANSWER.** 'What have you tried?' beats your solution — their aha beats your shortcut.
- **DRIVE & SUPERVISE, DON'T DO.** Missions need wheels and a nearby adult; the clipboard stays in THEIR hands.
- **PRAISE THE SPECIFIC.** 'Your trash count made that pitch bulletproof' lands forever; 'you're talented' evaporates by bedtime.
- **LET SMALL FAILURES LAND.** A forgotten deliverable faced before their own team teaches more than any rescue — the program is DESIGNED to be safe to fail in.

LOGISTICS Tue & Thu 6:00-8:00 PM · CEO Training Room, 100 Wilco Way, Georgetown · Jul 7, 9, 14, 16, 21, 23, 28, 30 + Aug 4, 6
Arrive 5:55 · pickup 8:00 (listed adults) · SHOWCASE Aug 6: doors 6:00, pizza 8:00, bring everyone · Diana Wiggins — DianawigginsTMI@gmail.com

S1 · Jul 7 Who Am I as a Leader?

LEARNED Their leadership 'compass' (Action/Vision/Caring/Structure) + formed their 5-week team with a signed charter.

ASK THEM *"What direction do you lead from? What's your team's name?"*

AT HOME Nothing to prep — just listen. The compass talk at dinner IS the assignment.

S2 · Jul 9 Communication is a Superpower

LEARNED Instructions people can follow, active listening, and a 30-second personal pitch.

ASK THEM *"Give me your 30-second pitch!" (Eyes up, phone down.)*

AT HOME If they practice the pitch on you twice, Thursday-they will thank you.

S3 · Jul 14 Leading Through Storms

LEARNED Conflict styles (Turtle/Shark/Teddy/Fox/Owl) + four moves for disagreements + feedback that helps.

ASK THEM *"Which animal am I when we argue?" — honest answers are the point.*

AT HOME Try ONE move at home this week ('let's pause'). They'll notice.

S4 · Jul 16 Empathy: A Leader's Superpower

LEARNED Stepping into someone else's life (fictional personas) + empathy mapping — step 1 of designing for real people.

ASK THEM *"Who was your persona? What surprised you?"*

AT HOME ★ **INTERVIEW MISSION DUE TUESDAY: they interview one real person — BE the interview or help find one. Two questions: 'What bugs you about our neighborhood? What have you seen tried?'**

S5 · Jul 21 Problems Are Hidden Opportunities

LEARNED Spotting problems, digging to root causes (three whys), flipping them into 'How might we...' opportunities.

ASK THEM *"What problem can't you stop thinking about?"*

AT HOME Keep that conversation going all week — Tuesday they choose their REAL project.



S6 · Jul 23 Design Thinking Bootcamp

- LEARNED** The 5-step design cycle (spaghetti towers + a prototype) and 'rough on purpose' — test early, fail cheap, fix fast.
- ASK THEM** *"What did you build? What does 'rough on purpose' mean?"*
- AT HOME** Help them settle on the ONE problem to fight for Tuesday. One more chat with their interviewee = gold.

S7 · Jul 28 Our Real Challenge

- LEARNED** Team committed to ONE real community problem with roles — and faced a (friendly) skeptical 'councilmember.'
- ASK THEM** *"What's your project? YOUR role — and your Thursday deliverable?"*
- AT HOME** ★ **Their role has a real deliverable due Thursday (a call, a price check, a printed photo). Their hands, your wheels.**

S8 · Jul 30 Build Studio

- LEARNED** Built the prototype, priced a real budget, traded feedback with another team.
- ASK THEM** *"Show me the budget. What's your team's 'ask'?"*
- AT HOME** ★ **EVIDENCE MISSION DUE TUESDAY: help them gather proof safely — drive them to count/photograph the problem spot, sit in on an interview. Judges can't argue with a photo.**

S9 · Aug 4 Pitch Craft & Dress Rehearsal

- LEARNED** The 5-part pitch formula, stagecraft, and TWO timed rehearsals with judge-style questions. Everyone owns a locked line.
- ASK THEM** *"Say your line for me — the one you locked tonight."*
- AT HOME** Be the audience once (time 4 minutes, ONE glow + ONE grow, stop there). Early night. Family plans locked for Thursday.

S10 · Aug 6 SHOWCASE DAY

- LEARNED** They pitch to real judges, run a fair booth, and get celebrated by name.
- ASK THEM** *At the fair: ask the KIDS questions at every booth + cast your People's Choice sticker vote!*
- AT HOME** After: ask to see the Passport compass — page 2 vs the last page. That distance is the whole program. Frame the certificate.

Normal (good!) side effects at home:
 They name YOUR conflict style at dinner (you may be a Shark — we're sorry) · they interview a grandparent unprompted · they count things in parking lots · Week 4 wobbles before showcase — resist fixing; ask 'what's your team's plan?' They wrote one in week one, and using it is the actual lesson.

The one thing we ask above all:
 Come August 6th, and bring people. A room full of family asking real questions is the biggest gift you can give — not just to your kid, but to every kid in the room. Nobody pitches their heart out to empty chairs. Doors 6:00. Pizza 8:00. Tissues optional but historically advisable.

"To Make the Best Better" — Head · Heart · Hands · Health



HOW TO USE: Session 1 only, this script replaces the standard 10-minute Opening Circle (run 6:00-6:12; compress the icebreaker to 6:12-6:25 — it fits). It covers everything first-nighters need: who's who, how nights work, house rules, devices, materials. Make the words yours; keep the clock sacred. From Session 2 the normal opening returns and the rules live on the wall poster (page 3).

6:00 Settle + the promise (90 seconds)

DO Kids in the circle seats (name slips split friend clumps). Music fades. You stand **INSIDE** the circle, not in front of it.

SAY *“Welcome to Young Leaders! I'm Coach Vijay, and before anything else, here's my promise. Five weeks from tonight — Thursday, August 6th, in this exact room — you will stand in front of real judges and real families, pitching a real solution to a real problem in our community. Something YOU chose. Something YOU built. Not a pretend project. A real one. Every single thing we do between now and that night — every game, every build, every weird thing I ask you to do — is getting you ready for it. That's the deal. Look around this circle: these are the people you'll do it with.”*

6:02 Who's who — adults + JUNIOR LEADERS (2 min)

SAY *“The grown-ups: I run the program. Coach [co-coach name] runs everything that keeps the program alive — the door, the supplies, the band-aids. Ms. Diana Wiggins is our Club Manager — she's why this club exists; when you see her, say thank you. But the most important staff in this room aren't the adults. Stand up, mentors.”*

DO The three Junior Leaders stand. Each gets 20 seconds with this frame (they prepped it at the 5:45 huddle): NAME + GRADE · ONE thing I built in a program like this · 'Find me when...' — e.g. 'Find me when you're stuck, I'm great at stuck.' Then wave to the three adult volunteers by the supply table: 'and this is our volunteer crew — they know where everything lives.'

SAY *“These three did everything you're about to do — the towers, the interviews, the judges. Teams one through three, you each get one of them at your table. Team four — you get Coach [co-coach name], the only table leader in this room with a driver's license. They are not your babysitters. They are proof it can be done — and they outrank being shy. Use them.”*

6:04 What this program is — the arc (90 seconds)

SAY *“Here's the map of your five weeks. Week one: DISCOVER — you find out what kind of leader you already are. Yes, already. Week two: CONNECT — how to handle disagreements and step into other people's shoes; every team fight you've ever hated at school, we're going to make un-terrible. Week three: DESIGN — we practice turning problems into ideas, with fake problems, on purpose, so failing costs nothing. Week four: BUILD — no more practice. Your team picks a REAL problem in OUR town and builds a real answer to it, with a real budget. Week five: SHINE — you rehearse like professionals, then showcase night: Shark Tank, real judges, your families, and pizza. Any part of that sound impossible? Good. The mentors thought so too, last year.”*



6:05 How every night works (60 seconds)

SAY *“Every session runs the same rhythm, so you always know where you are. We open in this circle with a pledge — you’ll learn it in one minute. Then a game — fair warning, our games secretly teach things; you’ll be having fun and learning at the same time and there’s nothing you can do about it. Then the main event: you BUILD things. Then ten minutes with your Passport — I’ll show you — and we end with team cheers. And here’s my favorite rule of this whole program, write it on your brain: what I’m doing right now, talking at you? This is the LONGEST anyone will talk at you all summer. This program is done by YOUR hands, not my mouth.”*

6:06 The 4-H Pledge + motto (2.5 min)

DO Teach line by line with motions: hand to temple (HEAD, clearer thinking) — hand on heart (HEART, greater loyalty) — palms out (HANDS, larger service) — stand tall (HEALTH, better living) — ‘...for my club, my community, my country, and my world.’ Recite twice. Then motto call-and-response x3, louder each time: ‘TO MAKE THE BEST...’ / ‘BETTER!’

SAY *“Four-H clubs on every continent open exactly this way. From week two, one of YOU leads it. By August, you’ll lead it in front of your families.”*

6:08 House Rules — on the clover (2 min)

DO Point at the wall poster (page 3 of this PDF, printed big). One rule per leaf; get a checkback on each — ‘What do we punch?’ ‘IDEAS!’

SAY *“Our rules live on the clover, and there are only four, one per leaf. HEAD: one voice at a time. When someone speaks, we listen like it matters — because it does. HEART: we punch ideas, never people. Feedback here is kind, specific, and helpful — ‘good job’ is actually banned, you’ll see why Thursday. HANDS: your hands do the work. Try first, ask second — and we leave this room better than we found it, every night. HEALTH: be safe and tell an adult. Anything unsafe, anything that worries you, anything weird — an adult hears it within a minute. That one’s not a rule, it’s a promise between us. Four rules. One clover. Can you live with that? Let me hear it — what do we punch?”*

6:10 Devices — the Phone Hotel (60 seconds)

SAY *“Phones. Here’s the deal, and it’s the same deal I take: phones spend the session silent, in your backpack or checked into the Phone Hotel by the door — it’s the most secure hotel in Georgetown, I’m the doorman. Why? Because this program only works if your brain is HERE, and every study and every grandma agrees the phone leaves with part of your brain. Two exceptions: if you ever need your family, come to me or Coach [co-coach] — any time, no questions, straight to your phone. And in weeks three and four, teams get research time on OUR tablets. Check-out time is eight o’clock sharp. Deal? — I said DEAL?”*

DO Point at the Phone Hotel basket + sign (page 4). Model it: drop YOUR phone in first. That gesture buys more compliance than any speech.

6:11 Materials, printouts + what’s expected (60 seconds)

SAY *“Last thing, then we play. Every team gets a TEAM BOX — your Passports live there, and I’ll introduce your Passport properly at the end of tonight; short version: it’s your leadership journal, it’s yours, and it never leaves this room so it never gets lost. Supply table: take what you need, return what you don’t, it’s everyone’s. Most nights you’ll get printed sheets — quizzes, planning pages, mission cards. They’re tools, not homework, except three MISSIONS across the summer that leave this building — interviews with real people, real evidence. Those count double. What do I expect from you? Three things: show up — your team feels every empty chair. Try first — wrong beats waiting. And passport every night before you leave. That’s*

THE HOUSE RULES

FOUR RULES · ONE CLOVER · ALL SUMMER



Kind · Specific · Helpful — “good job” is banned here

“To Make the Best Better”

Young Leaders 2026 · print big, hang by the charter wall, point at it often

PHONE HOTEL

THE MOST SECURE HOTEL IN GEORGETOWN



CHECK-IN

6:00 PM · silent mode · sweet dreams

CHECK-OUT

8:00 PM sharp · no late fees

NEED FAMILY?

Come to any coach, any time — straight to your phone, no questions

RESEARCH NIGHTS

Weeks 3-4: team tablets provided — your phone keeps sleeping

Coach's phone checks in first. Every night. That's the whole trick.



Every game in the program, one page each, in a consistent format: Objective → Setup → Rules (read aloud) → Process → Debrief, plus the program tie-in and the watch-out. The 12 PROGRAM GAMES run on their scheduled nights; the 6 BACKUPS (orange headers) are pre-approved swaps and inserts — each one's tag says where it fits. Print the page for tonight's game and hand it to whoever is running it.

PROGRAM GAMES — in session order

S1	Silent Line-Up	Non-Verbal Teamwork & Leadership Observation	15 minutes
S2	Back-to-Back Drawing	Precise Communication & the Understanding Gap	15 minutes
S2	Blindfold Builder Relay	One-Way vs Two-Way Communication (Measured)	25 minutes
S3	Helium Stick	Teamwork Under Pressure & Blame Awareness	15 minutes
S3	Storm Scenarios	Conflict Navigation Role-Play (Fictional)	30 minutes
S4	Commonality Circle	Connection - Same AND Different	15 minutes
S5	Problem Storm	Idea Volume + Reality Filter	15 minutes
S6	Marshmallow Challenge	Prototyping, Iteration & Testing Early	20 minutes (18-min build)
S7	Speed Networking	Conviction Check & Cross-Team Pollination	15 minutes
S8	60-Second Sell	Persuasion Warm-Up (Volunteers Only)	15 minutes
S9	Affirmation Circle	Specific Strengths Before Rehearsal	12 minutes
S10	Team Huddle & Cheer	Collective Energy on Showcase Night	5 minutes

BACKUP GAMES — pre-approved swaps & inserts

fits S4	Common Thread	Team Cohesion, Active Listening & Rapid Ra	15 minutes
fits S3 or S7	The Consensus Lifeboat	Negotiation, Diplomacy & Collective Decisi	20 minutes
fits S8	Impromptu Product Pitch	Public Speaking, Quick Thinking & Creative	15-20 minutes
fits S2	The Architect and the Builder	Clear Instructions & the Say-Hear Gap	15 minutes
fits S9 or any reset	The Group Count	Non-Verbal Awareness, Patience & Reading t	10-15 minutes
fits S7 or S1	Inside-Outside Circle	One-on-One Communication & Quick Thinking	15-20 minutes

HOUSE RULES FOR EVERY GAME (they never change):
Errors get applause — 'safe to fail' is the culture, not a slogan · never conscript a solo performer; structured roles rescue reluctant kids · you observe MORE than you referee · always land the bridge line: every game secretly teaches the night's skill.



FOCUS

Non-Verbal Teamwork & Leadership Observation

GROUP

Whole group (18, up to 24)

TIME

15 minutes

OBJECTIVE

Break the ice with a group-solve challenge where nobody performs solo. Leadership behaviors (organizing, initiating, anchoring) surface naturally - giving staff a free observation window before the Compass quiz exists.

THE SETUP

1. Clear a wall-to-wall lane so the whole group can form one line.
2. Brief staff: during Round 1 you OBSERVE only - note 2-3 organizers and 2-3 kids who wait to be placed.
3. Decide your Round 3 hard-mode in advance (letters in your middle name) in case they solve it fast.

THE RULES — read aloud to the kids

- “No talking. That’s the whole rule.”
- “Line yourselves up by BIRTHDAY - January at that wall, December at this one - using anything EXCEPT words. Gestures, fingers, interpretive dance.”
- “Three minutes. GO.”

THE PROCESS

1. Round 1 (silent, ~3-4 min): stay out of it. Enjoy the chaos.
2. Line check: each kid says their birthday down the line. Cheer the errors as loudly as the wins - 'safe to fail' starts here.
3. Round 2 (~2-3 min): re-line by FIRST NAME A-Z, talking allowed. Secretly the name-learning round.
4. Debrief and bridge straight into the Compass quiz.

THE DEBRIEF

- ? Round one - nobody could talk. So HOW did that line happen?
- ? Who started organizing, and did anyone vote for them? (That’s the point: leadership is a thing you DO.)
- ? Was round two with talking actually faster - or just louder?

PROGRAM TIE-IN: Bridge line: 'Somebody in that line started leading and nobody voted for them. That is what tonight is about.'

WATCH-OUT: A kid who can't join the jostle becomes LINE INSPECTOR (checks final order, announces the verdict). Full participation, zero contact.



FOCUS

Precise Communication & the Understanding Gap

GROUP

Pairs (9-12 pairs)

TIME

15 minutes

OBJECTIVE

Let kids FEEL the gap between saying something and being understood - hilariously, and with the instructions (never the artist) taking the blame.

THE SETUP

1. Scatter pairs of chairs back-to-back around the room, one pair per two kids.
2. Print or sketch simple pictures for the describers (a house with a sun, a fish under an umbrella).
3. Paper + pencil for every drawer.

THE RULES — read aloud to the kids

- *“Sit back-to-back. One of you gets a picture; describe it WITHOUT naming what it is - shapes, positions, sizes only.”*
- *“Your partner draws exactly what they hear. No peeking, no questions. Four minutes.”*

THE PROCESS

1. Pair across future teams (new connections). Run round 1.
2. Gallery moment: hold up originals next to drawings - celebrate the disasters loudly.
3. Swap roles with a new picture for round 2.
4. Land the lesson: the describer did their best, the listener did their best... and still. Tonight we fix the gap.

THE DEBRIEF

- ? *Describers - what was frustrating? Drawers - what did you WISH you could ask?*
- ? *Whose drawing came out close - and what did that describer do differently?*

PROGRAM TIE-IN: Bridge: 'Saying words is not the same as being understood' - sets up the Blindfold Builder Relay and the pitch workshop.

WATCH-OUT: Laughter must target the GAP, not the artist. Model it: 'the instructions were the problem - always the instructions.'



FOCUS

One-Way vs Two-Way Communication (Measured)

GROUP

4 teams of 4-6

TIME

25 minutes

OBJECTIVE

Prove with a measurable result that two-way communication beats one-way - and hand quiet kids structured power via the Architect seat.

THE SETUP

1. Each team table: a build set (10-15 cups or blocks) at one end, an 'Architect chair' facing AWAY at the other.
2. Photograph 2 cup/block structures in advance (round 2's slightly harder) - sealed in envelopes.
3. Assign roles deliberately: quiet kids ARE the Architects. Junior Leaders keep the relay chain honest.

THE RULES — read aloud to the kids

- *"Your Architect sees a photo of a structure. Architect describes it to the Messenger. Messenger relays to the Builders - who never see the photo."*
- *"Round one rule: BUILDERS MAY NOT ASK QUESTIONS. Silence except the relay chain."*
- *"Round two: new photo, new roles - and now questions are ALLOWED in both directions."*

THE PROCESS

1. Round 1: 7-minute build, no questions. Teams self-score their build 1-10 against the photo, honestly.
2. Round 2: swap roles, questions allowed. Score again.
3. Post round-1 vs round-2 scores on the board - the delta IS the lesson.
4. If a team's round 2 is WORSE: goldmine - debrief them first ('too many voices at once is also a communication failure').

THE DEBRIEF

- ? *What exactly changed when questions were allowed?*
- ? *Architects - how did it feel getting no feedback in round one?*
- ? *Finish this: 'Leaders don't assume they were understood, they...'*

PROGRAM TIE-IN: Replaces the classic telephone relay with a tangible, measurable outcome. Catch a quiet Architect succeeding and name it publicly.

WATCH-OUT: Don't let confident kids grab the Architect seat twice - it's the structured-power seat.



FOCUS

Teamwork Under Pressure & Blame Awareness

GROUP

2 groups of 9-12

TIME

15 minutes

OBJECTIVE

Manufacture a tiny, safe group failure right before conflict night: the stick rises, blame erupts, and calm coordination wins. No forced physical contact (replaces Human Knot).

THE SETUP

1. Two lightweight sticks (tent poles / dowels, ~2m). Test the effect yourself once - it really does rise.
2. Open floor space for two facing lines per group.
3. Brief staff: let the blame phase happen for 2-3 minutes. Do NOT rescue early - the frustration IS the material.

THE RULES — read aloud to the kids

- *“Everyone: index fingers out at chest height. We rest this stick ON TOP of your fingers.”*
- *“Every finger touches the stick at all times.”*
- *“Your job: lower it to the ground. That’s it. Easiest job of the summer.”*

THE PROCESS

1. It rises (collective upward finger pressure always beats the stick’s weight). Freeze the moment: ‘Look where the stick is. WHO is pushing it up? ...Nobody. Everybody. Keep going.’
2. Let blame erupt, then let strategy emerge - it only succeeds when someone leads (‘on my count, everyone down one centimeter’).
3. When a group succeeds, stop both and have them report the winning strategy.

THE DEBRIEF

- ? *What did you HEAR in your group two minutes in? (‘Stop pushing!’ ‘It’s YOU!’)*
- ? *The stick was the problem - so why did we attack each other?*
- ? *When the stick went up - did we blame, or breathe?*

PROGRAM TIE-IN: The perfect conflict-night metaphor: every project storm starts with a rising stick and someone shouting ‘it’s YOU.’

WATCH-OUT: Note WHO blames and WHO organizes - tonight’s live data on every kid’s default storm behavior (Thrive Tracker).



FOCUS	GROUP	TIME
Conflict Navigation Role-Play (Fictional)	4 teams of 4-6	30 minutes

OBJECTIVE

Rehearse the Four Navigator Moves (Pause · Name it · Ask · Propose) in fiction so they're available in real Week-4 storms. Team-prepared scenes, never solo improv.

THE SETUP

1. Storm scenario cards from the K4 pack (idea stolen, unfair workload, 2-2 split, checked-out teammate, public criticism).
2. Four Moves poster visible: PAUSE · NAME IT · ASK · PROPOSE.
3. Tape a stage corner. Offer a DIRECTOR role for kids who won't act - they stage-manage, full participation without performing.

THE RULES — read aloud to the kids

- “Each team draws a storm card and performs it TWICE.”
- “Version one: the STORM - let it go fully wrong. Be dramatic. Enjoy it.”
- “Version two: SAME start, but someone uses the Four Moves.”
- “Audience: you're detectives - spot the EXACT line where version two turned.”

THE PROCESS

1. 5 minutes team prep, then back-to-back versions (~2 min each), ~6 min per team including transitions.
2. After each pair of versions, ask the audience: 'Where was the turn? Which move was it?' Tag it on the poster.
3. HARD RULE: fictional characters, invented names. If a scene starts mirroring a real teammate, recast it gently.

THE DEBRIEF

- ? In the navigated scenes - which of the Four Moves did the actual turning?
- ? Which storm felt most familiar from school group projects?
- ? Finish this: 'Conflict is...' (you're listening for: energy / normal / steerable - not 'bad').

PROGRAM TIE-IN: Scenario cards are printed in K4. Comedy storms are fine - just require the Four Moves said EXACTLY in version two.

WATCH-OUT: If REAL team friction surfaces, don't stage it - coach it live at the table afterward with the same Four Moves.



FOCUS

Connection - Same AND Different

GROUP

4 teams of 4-6

TIME

15 minutes

OBJECTIVE

Prime the empathy engine: teams discover they're more alike than they looked and more different than they assumed - holding both at once, right before persona work.

THE SETUP

1. Teams at their tables, one pen + paper per team.
2. Ban list ready: no obvious physical traits, no environmental facts ('we all go to school').

THE RULES — read aloud to the kids

- *"Find FIVE things every single person on your team shares - no easy ones. 'We all breathe' is banned."*
- *"Then ONE thing about each person that nobody else on the team can claim."*
- *"First team with all of it wins. Go."*

THE PROCESS

1. Race format, 8 minutes. Roam with prompts for stuck teams: favorite movies, worst chores, pet peeves, weird fears.
2. Teams report their weirdest commonality + best unique fact - fast and fun.
3. Make sure each unique fact lands with applause, not silence - they're mini-spotlights.

THE DEBRIEF

- ? *Did anyone assume they had nothing in common with someone at first?*
- ? *Notice what just happened: more alike than you looked, more different than you assumed. Hold both.*
- ? *Why is finding common ground a leader's first move with a new team?*

PROGRAM TIE-IN: Bridges straight into Walk in Their Shoes: 'Tonight is about people we assume we understand.'

WATCH-OUT: Backup version with scribes + formal rules: see 'Common Thread' in the backup section - nearly identical, use either.



FOCUS

Idea Volume + Reality Filter

GROUP

4 teams of 4-6

TIME

15 minutes

OBJECTIVE

Flood the room with community problems (volume beats quality), then filter for the ones kids have personally SEEN - converting complaints into eyewitness reports.

THE SETUP

1. Sticky notes (a big pile per team) + markers.
2. Board split in two: 'PROBLEMS WE FOUND' / 'HOW MIGHT WE...'

THE RULES — read aloud to the kids

- “Two minutes, team race: EVERY community problem you can list - one per sticky. Volume wins. Weird counts. Go.”
- “Round two, two more minutes: STAR only the ones someone on your team has SEEN with their own eyes. Not heard about - SEEN.”

THE PROCESS

1. Run both rounds hard with countdown energy.
2. Winning team announces their total; every team posts stickies on the PROBLEMS board.
3. Stand at the board afterward and note which starred stickies came from which team - your Session 7 choice map is filling in.

THE DEBRIEF

- ? *Count your stars. Those aren't complaints anymore - what are they? (Eyewitness reports.)*
- ? *Which problem surprised you on someone else's list?*

PROGRAM TIE-IN: Feeds directly into Problem Trees the same night - the starred problems are the raw material.

WATCH-OUT: Weird counts on purpose: the silly stickies keep volume high, and one of them is usually secretly real.



Marshmallow Challenge

Game Facilitator Guide · Young Leaders 2026 · 4-H Edition

S6 · ICEBREAKER+

FOCUS

Prototyping, Iteration & Testing Early

GROUP

4 teams of 4-6

TIME

20 minutes (18-min build)

OBJECTIVE

The world-class design lesson: kindergartners beat business-school graduates because they put the marshmallow on top EARLY and iterate. Test early, fail cheap, fix fast.

THE SETUP

1. Per team, pre-bagged EXACTLY: 20 spaghetti sticks, 1m tape, 1m string, 1 marshmallow. No extras visible - scarcity is part of the design.
2. Visible countdown timer.
3. Know the punchline cold before you run it.

THE RULES — read aloud to the kids

- *“Eighteen minutes. Tallest FREESTANDING structure wins - and the marshmallow must be ON TOP.”*
- *“It cannot lean, it cannot be held, and the marshmallow cannot be eaten.”*

THE PROCESS

1. Call the half-way mark: 'Has your marshmallow been on top YET, even once?'
2. One-minute warning; then STOP - nobody breathes near the towers.
3. Measure with ceremony; applaud the tallest AND the most spectacular collapse equally.
4. Do NOT debrief immediately - deliver the kindergarten story with towers still in view.

THE DEBRIEF

- ? *Did your team plan long and crown at minute 17 - or test early and fix?*
- ? *The kindergarten story: why do 5-year-olds beat MBAs at this?*
- ? *What will you do differently the next time you build anything?*

PROGRAM TIE-IN: THE lesson the next four sessions depend on: 'rough on purpose, test early' becomes the Build-phase house rule.

WATCH-OUT: Watch teams through the compass lens: who grabs materials (North), who sketches (West), who suggests the weird idea (East), who notices the ignored teammate (South). Name examples in the debrief.



FOCUS

Conviction Check & Cross-Team Pollination

GROUP

Rotating pairs (whole group)

TIME

15 minutes

OBJECTIVE

Every kid says their real-problem candidate out loud 4-5 times before choice day - repetition reveals conviction, and cross-team pairs pollinate ideas.

THE SETUP

1. Two facing lines or two concentric circles.
2. A bell or chime for rotations.
3. Kids arrive with their Passport problem ('the one I can't stop thinking about') - this is prepared, not improvised.

THE RULES — read aloud to the kids

- "Ninety seconds per pair: 'The problem I care about is ____, and here's why.'"
- "Both partners share. Then the bell - one line steps right for a new partner."

THE PROCESS

1. Run 4-5 rotations, bell between rounds.
2. Listen from the middle: whose voice RISES with repetition? Those kids anchor tonight's team pitches.
3. Close with the noticing prompt before they sit.

THE DEBRIEF

- ? *By round four - did your problem get BORING in your own mouth, or BIGGER? That feeling is data.*
- ? *Did someone else's problem make you care about it? Tell them at the break.*

PROGRAM TIE-IN: Directly warms up the Real Problem Pitches 15 minutes later - same content, lower stakes.

WATCH-OUT: The upgraded backup version with staged question phases: see 'Inside-Outside Circle' in the backup section.



FOCUS

Persuasion Warm-Up (Volunteers Only)

GROUP

3-4 volunteers + audience

TIME

15 minutes

OBJECTIVE

Warm up persuasion muscles before build night: selling something absurd teaches that people don't buy the THING, they buy what it CHANGES.

THE SETUP

1. Prompt list ready: chocolate-flavored pencil, umbrella for fish, alarm clock that runs away, invisible backpack.
2. Volunteers ONLY - this is the program's one solo-improv moment, reserved for kids who want the spotlight in Week 4.

THE RULES — read aloud to the kids

- *"Volunteers: sell us something ridiculous. Sixty seconds, full conviction."*
- *"Audience: you're enthusiastic investors. Cheer them home."*

THE PROCESS

1. 3-4 volunteer sells with big applause.
2. Extract the lesson in one line and move on - build time is sacred tonight.
3. If volunteers are scarce, pair sellers up (see backup: Impromptu Product Pitch - the pairs version with prep time).

THE DEBRIEF

- ? *Notice what the good ones did: they didn't describe the pencil - they told us about the DAY the pencil saves.*
- ? *Remember that Thursday: nobody buys a thing. People buy what the thing CHANGES.*

PROGRAM TIE-IN: Plants the seed for Part 4 of the pitch arc (The Ask) taught in Session 9.

WATCH-OUT: Never conscript a performer. If energy is low, the coach sells something absurd first - badly, then well.



FOCUS

Specific Strengths Before Rehearsal

GROUP

4 teams of 4-6 (parallel circles)

TIME

12 minutes

OBJECTIVE

Every child hears one SPECIFIC strength from every teammate - armor they carry on stage Thursday. Deliberately placed BEFORE rehearsal, not after.

THE SETUP

1. Team circles, table leaders chairing.
2. Model the specificity bar first: not 'you're nice' - 'when our tower fell, you were the one who said REBUILD, and we did.'

THE RULES — read aloud to the kids

- “One at a time, focus on each teammate: everyone else tells them ONE strength you've watched them show this summer. Specific.”
- “Receivers: your only job is to say thank you and BELIEVE it for at least ten seconds.”

THE PROCESS

1. ~2 minutes per receiving kid, all four teams in parallel.
2. Coach floats; ensure EVERY kid gets their full round - including Junior Leaders (kids affirm them too).
3. End with 10 seconds of silence: 'Lock one of those sentences in. That one's yours now.'

THE DEBRIEF

- ? (Kept short - the feelings ARE the debrief.) On Thursday, when your heart pounds backstage, hear these voices.
- ? Which sentence are you keeping?

PROGRAM TIE-IN: Confidence armor for the dress rehearsal that starts 20 minutes later.

WATCH-OUT: If a circle goes shallow ('you're funny' x4), prompt: 'Say the MOMENT you saw it. Moments make it true.' If a kid deflects: 'You don't have to agree. You have to keep it.'



FOCUS

Collective Energy on Showcase Night

GROUP

4 teams simultaneously

TIME

5 minutes

OBJECTIVE

One final energy spike before families arrive: all four teams perform the cheers they built at Session 9 - at the same time, so no team is ever the only one being loud.

THE SETUP

1. Cheers were BUILT at Session 9 closing - tonight is performance only.
2. Time it while families find their seats (6:05): the noise settles the kids far better than 'quiet please.'

THE RULES — read aloud to the kids

- *"Teams - huddle up. On my count, every cheer at once. This is the sound of the program starting."*

THE PROCESS

1. All-team simultaneous cheer. Chaos, noise, joy.
2. Straight into the youth-led pledge as families stand and join.

THE DEBRIEF

- ? *None - it IS the opening ceremony's first heartbeat.*

PROGRAM TIE-IN: Teams that cheer together present together.

WATCH-OUT: Simultaneous on purpose: four cheers at once means nobody's cheer gets compared.



FOCUS

Team Cohesion, Active Listening & Rapid Rapport

GROUP

4 teams of 4-6

TIME

15 minutes

OBJECTIVE

Break down initial social barriers and help kids discover unexpected commonalities with peers outside their usual circle. A structured sibling of the S4 Commonality Circle - use this version when you want scribes and formal rules, or as the S4 swap if kids have played Commonality elsewhere.

THE SETUP

1. Split the group into your 4 teams.
2. Give each team a piece of paper and a pen.
3. Ask each team to quickly elect one person as scribe.

THE RULES — read aloud to the kids

- *“Your team has exactly 5 minutes to find 5 specific things that every single person in your circle shares.”*
- *“No obvious physical traits (‘we all have brown hair’) and no environmental facts (‘we all live in Texas’).”*
- *“Dig deep - shared experiences, hobbies, family structures, quirky preferences (‘we all have a younger sibling,’ ‘we all hate pineapple on pizza’).”*
- *“Raise your hands as soon as your team finds 5!”*

THE PROCESS

1. Set a timer for exactly 5 minutes.
2. Monitor & coach: if a group is stuck, prompt - favorite movies, worst chores, pet peeves, weird fears.
3. Verify winners' lists against the rules.
4. Bring the room together; each team reads their 5 common threads aloud.

THE DEBRIEF

- ? *Did anyone assume they had nothing in common with someone in their group at first?*
- ? *Why is finding common ground an important first step for a leader with a new team?*

PROGRAM TIE-IN: Swap-in for Session 4's Commonality Circle - same muscle, more structure.

WATCH-OUT: The scribe role is a quiet-kid power seat - assign it thoughtfully.



FOCUS

Negotiation, Diplomacy & Collective Decision-Making

GROUP

4 teams of 4-6

TIME

20 minutes

OBJECTIVE

Teach the difference between simple majority voting and true consensus. Kids practice respectful persuasion, active listening, and compromise on a high-stakes (fictional) problem. Strong insert before Session 7's real team choice, or as a Session 3 extension.

THE SETUP

1. Post the 12-item Survival List on the board or a handout: a box of matches, 50 feet of rope, a compass, a first-aid kit, a heavy tarp, a pocket knife, 5 gallons of water, a mirror, a flashlight, a cooking pot, duct tape, 5 energy bars.
2. One observer (staff) per 1-2 teams.

THE RULES — read aloud to the kids

- “Your team is stranded on an island, and your lifeboat only has room for 4 survival items from this list.”
- “You have 7 minutes to decide which 4 items your team will take.”
- “The catch: majority voting is NOT allowed. You cannot just take a vote and leave someone out.”
- “Your decision must be 100% unanimous consensus. Every single person must agree on the final 4.”

THE PROCESS

1. Start the 7-minute deliberation.
2. Observe closely: if a loud student is overriding quiet ones, step in - 'Does everyone agree, or do we need another perspective?'
3. Two-minute warning to force final compromises.
4. One spokesperson per team explains their 4 items and why.

THE DEBRIEF

- ? *How did it feel when you weren't allowed to just take a quick vote?*
- ? *Who compromised on an item they really wanted - and why did you give it up?*
- ? *Why is consensus harder than voting - and when is it worth it for a leader anyway?*

PROGRAM TIE-IN: Direct rehearsal for Session 7's Feasibility Filter, where teams must truly commit to ONE problem. Note: at 20 minutes it needs the icebreaker slot PLUS 5 minutes of a block - or trim deliberation to 5 minutes.

WATCH-OUT: Watch for 'false consensus' (a kid agreeing just to end it) - that's the exact behavior the charters exist to fix.



FOCUS

Public Speaking, Quick Thinking & Creative Confidenc

GROUP

Pairs (whole group)

TIME

15-20 minutes

OBJECTIVE

Lower the fear of public speaking by framing it as a fun creative game - in PAIRS with prep time, making it the gentler upgrade to 60-Second Sell when you want everyone (not just volunteers) pitching.

THE SETUP

1. Fill an opaque bag with ~10 random everyday objects: spatula, paperclip, single sock, stapler, roll of tape, oven mitt, highlighter, spoon, plastic cup, key.
2. Clear a small 'Pitch Stage' at the front.

THE RULES — read aloud to the kids

- “You and your partner will pull one random item out of this bag - blind.”
- “You have 60 seconds to pitch it as a revolutionary, million-dollar invention.”
- “Give it a new name, explain what problem it solves, and tell us why we need it right now.”
- “Audience: you're enthusiastic Shark Tank investors. Cheer, nod, support!”

THE PROCESS

1. Call up the first pair; they draw an item.
2. Give 15 seconds of whisper-planning (this tiny prep window is what makes it kind).
3. Run the 60-second pitch; lead loud applause at the finish.
4. Rotate through pairs - keep it fast and high-energy. With 18 kids, 9 pairs ≈ 15 minutes.

THE DEBRIEF

- ? *What went through your mind when you pulled that random item out?*
- ? *What made certain pitches sound confident even though we all knew they were invented on the spot?*
- ? *How does thinking on your feet help you as a leader?*

PROGRAM TIE-IN: Pairs + prep + a physical prop = three pressure-reducers the solo version doesn't have. Consider it THE Session 8 swap if you want all-kids participation.

WATCH-OUT: Keep the rotation relentless - dead air between pairs is where nerves grow.



FOCUS

Clear Instructions & the Say-Hear Gap

GROUP

Pairs (9-12 pairs)

TIME

15 minutes

OBJECTIVE

Demonstrate the gap between what a leader says and what a team member hears - the drawing-precision cousin of the Blindfold Builder Relay. Use it if cups/blocks aren't available or as a fresh Week-3 reprise.

THE SETUP

1. Pairs sit back-to-back so they cannot see each other's hands.
2. Person A (Architect): clipboard with a pre-drawn geometric diagram (e.g., three triangles stacked on a rectangle, circle in the top-right corner).
3. Person B (Builder): blank paper and pencil. Prepare a second diagram for round 2.

THE RULES — read aloud to the kids

- *“Architects: describe the drawing so your partner draws it EXACTLY as it appears.”*
- *“No nouns about what it looks like - you cannot say 'draw a house.' Geometric shapes, directions, and sizes only ('a two-inch square in the bottom left').”*
- *“Builders: round one, you cannot speak or ask anything. Listen and draw.”*

THE PROCESS

1. Round 1 (no feedback): 3-minute timer.
2. The reveal: compare drawings - expect laughter and surprise.
3. Round 2 (two-way): switch roles, new diagram, questions ALLOWED. 3 minutes.
4. Compare accuracy across rounds.

THE DEBRIEF

- ? *Why was round 1 frustrating for Builders? For Architects?*
- ? *How much more accurate was round 2 with questions allowed?*
- ? *As leaders - what happens when we give instructions without checking understanding?*

PROGRAM TIE-IN: Identical lesson to Blindfold Builder Relay in pair form - handy when you want a quieter, seated version.

WATCH-OUT: The no-nouns rule is where the learning lives - enforce it warmly but firmly.



FOCUS

Non-Verbal Awareness, Patience & Reading the Room

GROUP

Whole group circle (18-24)

TIME

10-15 minutes

OBJECTIVE

Train situational awareness: loud leaders practice patience, quiet kids step up at the right moment. A beautiful focus-reset - especially strong before Session 9's rehearsal, or any night the room arrives scattered.

THE SETUP

1. One large circle, everyone can see everyone.
2. Settle the room first - this game needs genuine quiet between numbers.

THE RULES — read aloud to the kids

- “Our goal as a team: count from 1 to 20 out loud.”
- “Anyone can say the next number at any time. No assigned order.”
- “No patterns - no going around the circle, no pointing, no gesturing someone to speak.”
- “If two or more people say a number at the same time, we reset to 1.”

THE PROCESS

1. Say 'Go ahead whenever you're ready' - then hold the silence yourself.
2. Enforce resets gently: 'Overlap on 4! Back to 1.'
3. If they rush and die at 3-4 repeatedly, coach: slow down, breathe, look around before speaking.
4. When they hit 20 (it takes several attempts), massive group cheer. Bonus round: eyes closed.

THE DEBRIEF

- ? *Did you notice a tendency to grab every third number - or to stay completely silent?*
- ? *How did you start to FEEL when someone else was about to jump in?*
- ? *Why is knowing when to stay silent as much a leadership skill as knowing when to speak?*

PROGRAM TIE-IN: Pairs beautifully with Session 9 (calm focus before rehearsal) - or as an emergency reset any rowdy night.

WATCH-OUT: Your own stillness sets the tone. If YOU look impatient, they rush.



FOCUS

One-on-One Communication & Quick Thinking (Table-Top)

GROUP

Two concentric circles (9+9, up to 12+12) 15-20 minutes

TIME

OBJECTIVE

Break the ice without whole-room pressure: staged prompts move from silly to leadership-focused across rotations, preventing cliques and building 1-on-1 speaking confidence. The structured upgrade to Speed Networking.

THE SETUP

1. Clear floor space for two concentric circles.
2. If staffed: one Facilitator (reads prompts, manages energy) + one Timekeeper (60-second timer, calls 'Rotate!').
3. Half the group forms an inner circle facing OUT; the rest an outer circle facing IN - everyone face-to-face with a partner.

THE RULES — read aloud to the kids

- “You have exactly 60 seconds to discuss the prompt with the person in front of you.”
- “Practice active listening - don't just wait for your turn to speak.”
- “On 'Rotate!': inner circle stays still; outer circle takes ONE step to the right for a new partner.”

THE PROCESS

1. Pose the prompt loud and clear; run 60 seconds (shorten to 45 if talk dies early).
2. Call the rotation; verify new pairs; next prompt.
3. Run 6-8 rounds through three phases:
4. PHASE 1 warm-up: controversial food opinion · instant-expert skill · time travel, past or future? / PHASE 2 insight: someone you look up to + one trait · first rule you'd change running your school · a topic you could present on with zero prep / PHASE 3 leadership: a terrible group project - what made it bad? · the best team you've been on - what made it work? · the hardest part of being a leader?

THE DEBRIEF

- ? Which question was hardest to answer on the spot?
- ? Did anyone's partner say something about leadership you hadn't thought of?
- ? Why do leaders need to practice listening as much as speaking?

PROGRAM TIE-IN: Drop-in replacement for Session 7's Speed Networking (use Phase 3 prompts + 'the problem I care about'), or a Session 1 alternative with Phase 1-2 prompts only.

WATCH-OUT: Odd numbers: a staff member joins the circle - never leave a kid partnerless twice in a row.



Session 1 Print Order — Tuesday, July 7

Young Leaders 2026 · check boxes at the copier · all files in the program folder / dashboard

C15 · PRINT

✓ DOCUMENT	PAGES	COPIES	FOR WHOM / NOTES
KIDS' MATERIALS (printables/kids/)			
<input type="checkbox"/> K1 Leadership Compass Quiz	all (1 pg)	26	Kids — one each + capacity buffer
<input type="checkbox"/> K1a Compass Corner Signs	all (4 pgs)	1	Room walls (N/E/S/W) — cardstock if possible
<input type="checkbox"/> K1b Detective Station Kit	all (9 pgs)	1	Gallery walls — cut, fold flaps, tape; HAND-WRITE Stations 4 & 5 first
<input type="checkbox"/> K1bb Squad Detective Sheet	all (1 pg)	6	Detective squads — one per squad
<input type="checkbox"/> K2 Team Charter	all (1 pg)	6	Teams (4) + 2 spares
<input type="checkbox"/> K11 Leadership Passport	all (13 pgs)	26	Kids — DUPLEX + staple as booklets (send to a print shop)
STAFF MATERIALS (printables/coach/)			
<input type="checkbox"/> C13 Coach Intro Script	pgs 1-2	2	You + co-coach (verbatim opening-night welcome)
<input type="checkbox"/> C13 — House Rules poster	pg 3 only	1	Wall by the charter wall — print BIG / cardstock
<input type="checkbox"/> C13 — Phone Hotel sign	pg 4 only	1	Tape to the phone check-in basket
<input type="checkbox"/> C1 10-Day Objectives	all (1 pg)	8	Every staff member: 2 coaches + 3 Junior Leaders + 3 volunteers
<input type="checkbox"/> C2 Session Checklists	all (5 pgs)	1	Taped to the supply box — lives there all summer
<input type="checkbox"/> C10 Junior Leader Guide	all (4 pgs)	3	Junior Leaders — deliver BEFORE Tuesday (email today too)
<input type="checkbox"/> C11 Co-Coach Guide	all (4 pgs)	1	Co-coach
<input type="checkbox"/> C11 — Volunteer Quick Sheet	pg 4 only	3	Adult volunteers — one each
<input type="checkbox"/> C7 Thrive Tracker	pg 1 only	1	Co-coach's clipboard (attendance + SBRE letters)
<input type="checkbox"/> C14 Game Guide: Silent Line-Up	pg 2 only	1	Whoever runs the icebreaker (JL or volunteer)
<input type="checkbox"/> C12 Parent & Family Guide	all (2 pgs)	22	Families at 8:00 pickup — 18 + spares (email today too)

TOTALS: 473 pages · Passports alone = 338 (the print-shop job) · everything else = 135 pages (home-printer friendly)

PRO TIPS: 1) Do the Passport job FIRST (26 duplex booklets, stapled — failure mode lives here). 2) Email C10 to Junior Leaders and C12 to families TODAY so they read before paper arrives. 3) Hand-write K1b Stations 4-5 (real 4-H youth + Georgetown hero) BEFORE taping the gallery.

Not needed for Session 1: K3-K10 & C5 (print week-by-week), C3/C4 judge materials (Session 9), K12 certificates (print at Session 9 from the final roster — by design), C8 flyer (in circulation), C9 sample packs (share digitally with Junior Leaders).