



Troop Boss Battle Packs – Troop Leader Guide

What is the TBBP?

Troop Boss Battle Packs (TBBP) turn badge earning into an epic team challenge. Girls face off against a themed “boss” by completing a mashup of Girl Scout badges, each requiring a different leadership role & skill set. Girls practice decision-making, collaboration, & creative problem-solving. Girls choose their strategy, assign roles, & tackle challenges their way. Every battle ends with a shared victory that the girls can call their own.

Why TBBP?

Research shows parents want out-of-school programs that build leadership, confidence, and teamwork in a safe, supportive space; parents see these programs as *“the primary setting in which young people develop teamwork, self-confidence, leadership, and perseverance.”* That’s exactly what the Troop Boss Battle Packs deliver:

- Girls lead the way – They choose the challenge, assign roles, and make the big decisions.
- Confidence grows naturally – Every success (and even a few “oops” moments) builds resilience.
- Teamwork is part of every challenge – Girls learn how to listen, collaborate, and support each other.

Why This Matters

Your Troop Boss Battle Pack is a perfect match for these parent priorities. They offer:

- **Leadership in action:** The girls make decisions, assign roles, and solve challenges.
- **Social-emotional growth:** Teamwork, confidence, problem-solving, perseverance.
- **A structured, safe environment:** Troop leaders are supportive yet empowering.

Core Principles:

- Girls make the decisions – you facilitate, not dictate.
- Mistakes are learning moments – resist the urge to fix everything.
- Ask questions instead of giving answers.
- Keep safety first but adventure a close second.

Quick DO / DON'T:

- ✓ DO: Offer tools, resources, and encouragement.
- ✓ DO: Step back and let them try.
- ✓ DO: Celebrate effort, not just success.
- ✗ DON'T: Give them the “right” answer immediately.
- ✗ DON'T: Take over if things look messy.
- ✗ DON'T: Overrule girl decisions unless safety is at risk.

Your Role in Action:

Be a guide on the side – observe, support, and cheer them on.

- Use open-ended questions: “What’s your plan?” or “How do you want to solve that?”

- Let girls present ideas, run activities, and make final calls.

Program-Specific Tips:

- Let girls choose the Boss Battle theme.
- Step back during strategy planning – let them debate and agree on a plan.
- Encourage them to decide leadership roles for the final project.
- Give the girls a chance to get to know each other before tackling a Boss Battle.
- Use the boss profile as a fun way to frame challenges but let them adapt it.

When to Step In:

- Safety concern or risk of injury.
- A girl is being excluded or unheard.
- Group is completely stuck and asks for help.

Remember: The magic happens when **they** own the experience. Your greatest success is watching them lead, create, and solve challenges together.

Troop Boss Battle Pack: Troop Leader Setup Checklist

Before the Meeting:

- Girls pick the boss battle or use council pre-planned versions as a guide to plan their own.
- Girls review pre-planned TBBPs or create their own.
- Arrange space for group movement and teamwork.
- Ensure safety supplies (first aid kit, etc.) are ready.

During the Meeting:

- Give the girls the opening story prompt.
- Hand over role cards, if created, and step back.
- Girls can record their experience with a Quest log template found [here](#).

After the Meeting:

- Lead the reflection questions.
- Stamp/mark their quest logs or battle tracker.

Optional Opening Script:

"Welcome to today's Troop Boss Battle! Your challenge is to [insert challenge]. You'll be the ones deciding how to do it. My job is to help only if you need me. Are you ready to lead?"

