



BUILT TO LEAD

Phi Gamma Delta

Event Experience: Excellent on Purpose

Session Title

Getting Started With Built to Lead

Pre-Work for Participants

- Participants should be provided, and asked to complete, the Consultation and Contemplation sections of the handout at the end of this document. This should be done a month in advance to allow for participants to meet with their mentor.
- Participants will then schedule time prior to attending this program to review their answers with their undergraduate brother mentor, graduate mentor or other mentor. We recommend brothers to begin meeting within the next two weeks.

Preparation for Facilitator

- Participants will need to take the DiSC Assessment or if it was previously completed their past results.
- Participants will be provided with and complete the questions within the Conversation Guide at the end of this document.
- Participants will bring their DiSC reports and their completed Conversation Guide to the program.
- Two months in advance: work with chapter leadership to create or update the Chapter Leadership Position Resource Guide.
- One month in advance:
 - Book a suitable space (a classroom is suggested as it sets the tone that this is important). This may need to be done sooner depending on your campus requirements.
 - Review this curriculum guide and make notes for yourself.
 - Print and distribute handouts or distribute virtually.
- Two weeks in advance: Check in with participants to ensure they have scheduled a meeting, or already met with, their mentor.
- One week in advance: Remind participants about the upcoming program date/time and ask them to bring their handout.
- Five days in advance:
 - Materials needed: Five sheets per level (15 total) of large flipchart papers; enough regular Post-It notes (3x3 inches) for each member to have 18-20 Post-Its; one printed copy of the Experience lists per person; and markers/sharpeners.
- Day of preparation: Label flipchart pages.
 - Level 1: write each of the Menu Experience categories (Life Skills, Chapter in a Book, Not for College Days Alone, Success in College and Work & Play) across the top of one of the large flipchart sheets. Beneath the category heading, write the menu

experience selected by the Foundation of Courage Chairman.

- Level 2: Write each of the Menu Experience categories (Life Skills, Executive Leadership, Not for College Days Alone, Success in College and Work & Play) across the top of one of the large flipchart sheets. Beneath the category heading, write:

Life Skills	Not for College Days Alone	Success in College	Executive Leadership	Work & Play
Choose 1	Choose 1	Choose 2	Choose 2	Choose 3

- Level 3: Write each of the Menu Experience categories (Life Skills, Executive Leadership, Not for College Days Alone, Success in College and Work & Play) across the top of one of the large flipchart sheets. Beneath the category heading, write:

Life Skills	Not for College Days Alone	Success in College	Executive Leadership	Work & Play
Choose 1	Choose 1	Choose 2	Choose 2	Choose 3

Introduction - 5 minutes

Welcome the group with the following remarks:

- Congratulations brothers. Our chapter/provisional chapter has made the courageous decision to be a New Model Chapter - To be a new type of Phi Gamma Delta, a new type of Fraternity.
- Built to Lead is about achieving the mission of our fraternity.
- Phi Gamma Delta's mission is to "unite men in enduring friendships, stimulate the pursuit of knowledge, and build courageous leaders who serve the world with the best that is in them." Our mission is a promise to every man who joins the Fraternity that we will work to actively develop him. This also is our promise to you.
- Our fulfillment of that promise begins here and will continue throughout your lifetime.
- You are not a passive recipient of this promise, but instead an active co-creator of the fulfillment of this promise.

Give an Overview of the Program:

- Built to Lead develops skills for Courageous Leaders and gives brothers the edge on life and career through exclusive training, tips and content.
- Being Built to Lead means being built on a foundation of Friendship, Knowledge, Service, Morality and Excellence.
- The Built to Lead program will help us meet that goal through:
 - Friendship: Developing fraternal relationships based on honesty, trust and accountability.
 - Knowledge: Resume worthy educational experiences and skills for courageous leaders with real world application for today and for the future.
 - Service: Creating a positive impact in the world through global and local service.
 - Morality: Expanding skills to take on life's "Testing Points" and making a positive impact on college and community.
 - Excellence: Working for the advancement of society and the good name of Phi Gamma Delta
- Built to Lead is a non-pledging and non-hazing program, and it focuses on providing each brother with developmental experiences that meet their needs. This is done first through the Built to Lead Levels.

Introduce Levels:

- The Built to Lead journey begins in Level 1. Level 1 is the membership orientation period for Phi Gamma Delta and includes all first-year students. Brothers in this level will participate in the Fraternity's orientation program, Foundation of Courage, and have full rights and responsibilities to the chapter while they adjust and acclimate to the chapter, campus and community.
- From Level 1, our second year/sophomore brothers will transition to Level 2. During Level 2, we will focus on putting the lessons of Level 1 into action to grow and develop brothers as Courageous Leaders. We will spend most of our time as undergraduates within Level 2.
- Level 3 is inclusive of our soon-to-be graduating brothers - anyone who is in their final year academically. Level 3 brothers are focused on reflecting and passing on knowledge gained during their undergraduate experience while preparing for their next steps in their journeys.
- Built to Lead Level 4 is graduate brotherhood. The lifelong aspect of membership turns to action in this stage with opportunities to serve the Fraternity in new ways. It is during Level 4 that "Not for College Days Alone" is brought to life.
- The end of each level also is the beginning of the next level. In this way, each level is not a collection of fragmented and stagnant tasks. It is the powerful construction of a continuous, individualized and internalized life of Friendship, Knowledge, Service, Morality and Excellence as a Courageous Leader.
- Let's take a moment to get into groups by level to learn more. Have participants move around the room and form groups by level.

Introduce Experiences:

- Pass out the Built to Lead summary document.
- Within each level you will participate in programs that fall into three different experience types: **Learning Experiences**, **Event Experiences** and **Menu Experiences**.
- **Learning Experiences** are programs completed as an entire chapter. These programs will be introductions to topics essential to the Phi Gam experience.
- **Event Experiences** are for specific people at specific times, focusing on meaningful moments of transition.
- **Menu Experiences** will be selected by you within each level. They focus on gaining skills and perspective through the power of brotherhood and belonging. Menu Experiences allow for significant flexibility, guest speakers and peer learning.

To complete each level and enter the next, you will participate in an "Excellent on Purpose" session. Each Excellent on Purpose will follow three steps:

1. Contemplation: A reflection on your experiences, learning and accomplishments.
2. Consultation: A goal-driven coaching conversation with a brother mentor, graduate brother mentor or other mentor. You've already completed this step with your mentor.
3. Implementation: Designing a course of action to guide you in the next level.

These three steps will guide our time together today.



Contemplation - 30 minutes

Individual SOAR:

- As a chapter, we are entering into the Contemplation step. Each of you has completed a SOAR (strengths, opportunities, aspirations, and results) analysis of yourselves. We will walk through this together.
- A strength, opportunities, aspirations, results (SOAR) analysis is a strategic planning tool that focuses on current strengths and vision of the future development. SOAR concentrates on our current practices to enhance what is currently done well, rather than focusing on perceived threats or weaknesses.
- You are most likely to succeed in life if you use your talents to their fullest extent. Similarly, you will suffer fewer problems if you know and manage your weaknesses. This will help us be Excellent on Purpose.
- *Direct participants to their handout. Ask them to reread their answers.*
- Goal Statements:
 - Please come up with one or two goal statements based upon your SOAR to share with the larger Level. Goals identify measures that will track success.
 - Ask those comfortable to share their one or two goals with their level brothers. Each group should take notes on the board/flipchart of common themes.

Implementation - 40 minutes:

- We are now going to move into Implementation. The Implementation step will use the goals we've drafted together to lay out the path each of us will take within Built to Lead.

Facilitate a conversation around the following questions within each level. Have each level take notes on the board/flipchart for their group:

- *What are some of the common themes that emerged from your responses? What concepts, ideas or values are you most interested in applying and/or deepening in your next level?*
- *What ideas or strategies do you have for applying and/or deepening them? How do you plan to apply and deepen them within the Fraternity? How will you do so outside of the Fraternity?*
- *Levels 2 and 3: Look at the **Menu Experiences** for your level. Which choices from each category (Life Skills, Executive Leadership, Not for College Days Alone, Success in College and Work & Play) are most interesting to you? Which ones give you the best opportunities to apply and/or deepen the concepts, ideas or values you identified above?*
- *Finally, which **Events**, **Learning** and **Menu Experiences** offer you the greatest opportunities to employ your interests, skills and strengths? Which provide you opportunities to develop and grow new talents?*

Prepare for activity:

- Thank brothers in Level 1 for their attendance and participation. The rest of the program will be logistics for Levels 2 and 3, so Level 1 brothers are excused.
- Distribute individual materials: 5 post-its/person; 1 printed list/person of Menu Experiences.

Introduce the Excellence on Purpose activity by delivering the following remarks:

- Today, you have been introduced to Built to Lead including the levels and experiences of the program.
- You identified one or two goals you will work towards during your upcoming

level. Now we will select the experiences that will assist us in achieving our collective goals.

Facilitate Selection of **Menu Experiences** for Levels 2 and 3:

- Instruct brothers to mark their preferences on the printed list for their level **Menu Experiences**. Instruct them to narrow down each list to their top two preferences.
- Ask participants to get into groups of 3-4 people. In those groups, ask them to share what they chose and why.
- After 5-10 minutes, instruct participants to label their Post-Its with each Menu Experience type.
- Then instruct participants to write on the labeled Post-It 1 topic they chose for the category and their name. Once that is completed participants should place their selections on the corresponding large flipcharts with the Menu Experience categories for their level.
- Ask participants: *Look at the large Post-Its and think back to the conversations you had in your small groups. What observations do you have about the people in this room and the choices they have made? How do you think an activity like this helps us as an organization? (Allow 5-10 minutes for discussion. Look for answers that acknowledge the value of different interests and perspectives.)*

Facilitate Selection of Coaching Menu Experiences:

- A key piece of being a Built to Lead chapter is an emphasis on mentorship. Each of us in Level 2 and Level 3 will have the opportunity to serve as an experience coach.
- Distribute 1 printed list/person of the relevant level Menu Experiences to each person.
- Explain that the final part of co-creating our Implementation plan is to identify Event, Learning and Menu Experiences each of you are interested in facilitating, guiding or organizing.
- Instruct brothers to mark their preferences (1st choice, 2nd choice, 3rd choice) for each of the three categories on the printed list Events, Learning and Menu Experiences. Instruct them to write “#1” by their first choices in each of the categories, “#2” by their second choices and “#3” by their third choices.
- Ask participants to place an “X” by one experience in each category that they are least interested in.
- Collect coaching preferences, inform brothers that as a Level 2 or 3 brother they are responsible for assisting with coaching & mentoring other brothers just as they have been mentored. You will give these preferences to the Foundation of Courage Chairman, and he will work with Level 2/3 brothers on this.
- Collect the flipchart sheets with Post-Its, inform brothers that you/the Built to Lead Chair will create a Built to Lead schedule for them using the information.
- It is my privilege to welcome you officially to Built to Lead!

**Closing
Remarks &
Actions - 5
minutes:**

Excellent on Purpose: Conversation Guide

Phi Gamma Delta unites men in enduring friendships, stimulates the pursuit of knowledge, and builds Courageous Leaders who serve the world with the best that is in them.

Consultation

[A goal-driven coaching conversation with a mentor]

Use the following to guide your mentorship conversation:

1. Ask about the brother mentor's, graduate brother mentor's or other mentor's journey as a member of Phi Gamma Delta.

2. Talk about your expectations for each other, including when (how often) and where you will meet and how you will communicate outside of your meetings. Does the other person prefer calling, emailing, texting, etc.?

3. Discuss your responses to the Contemplation prompts below.



Contemplation

[A reflection on your experience, learning and accomplishments]

S	O	A	R
Strengths: What conditions have created success for the for you? What are you doing well, including assets, capabilities and greatest accomplishments? What aspects of your background and history do you view as personal strengths?	Opportunities: What are some external circumstances you could leverage to meet goals or unmet needs? If these circumstances seem negative, how can the current context be addressed so that threats or weaknesses are reframed into possibilities?	Aspirations: What are the ways that you can meet your goals? What do you desire to be known for?	Results: What are the tangible, measurable items that will indicate when the goals and aspirations have been achieved? Which opportunities have the most potential?

Level 1 Coaching Opportunities

Event Experiences

These three **Event Experiences** happen in a specific order and are closely tied with the beginning and ending of the New Member Education period. Schedule Brotherhood Welcome following the Pledge Ceremony, Post-Initiation Education following initiation, and Big/Little Reveal in between.



Brotherhood Welcome

Brotherhood Welcome is the first formal Phi Gamma Delta event new members are exposed to after formal pledging. This one-hour experience is designed to involve potential Big Brothers welcoming new members to this part of their journey with the Fraternity – the period between non-membership and initiated membership.



Big/Little Reveal

Big/Little Reveal happens early in the education process and is focused on establishing a guided one-on-one mentorship relationship between new members and initiated members. The selection of Big Brothers is based on a set of predetermined criteria including, but not limited to good standing with academic, financial and behavioral commitments.



Post-Initiation Orientation

Post-Initiation Orientation is designed to help newly initiated brothers synthesize the lessons they learned during the new member process and reiterate their importance and relevance to the rest of their membership journey. There is an opportunity to debrief and gain a deeper understanding of ritual and its application to everyday life.



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Learning Experiences

The three **Learning Experiences** can then be layered into the calendar where there is room. Again, these events are required but can be completed in any order, which allows for flexibility in scheduling. Ensure you have a location with appropriate space and technology.



The History of the Fraternity

Beginning with the Fraternity's founding in 1848, the session encourages new members to apply lessons from the past to the current time period. New members will have the opportunity to connect chapter history with the wider context of North American history. It also encourages new members to see themselves as part of the history of the organization moving forward.



The Legacy of the Fraternity

Introducing the insignia of the Fraternity and the transformational work of Phi Gamma Delta in developing Courageous Leaders. The Legacy of the Fraternity session first introduces the Courageous Leader Framework and then tasks new brothers with preserving the legacy of the Fraternity through their individual actions at life's "Testing Points."



The Business of the Fraternity

This session introduces new members to the work of the Fraternity – the internal systems that allow a chapter to function and meet the goals set by the Fraternity-at-large. It connects new members' individual strengths to the work of committees, leadership positions and chapter meetings. The goal is to integrate new members to the chapter as a whole and set them up for success as a contributing member.



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Menu Experiences

Menu Experiences often depend on facilitators outside the undergraduate chapter membership. Determine which events from each menu you will host, contact the facilitators and schedule based upon their availability. Some **Menu Experiences** may be scheduled post-initiation to avoid crowding the calendar.



Life Skills

Skills for the Modern Fraternity Man



Not for College Days Alone

An Introduction to Graduate Brotherhood



Success in College

Connecting Members With Resources



Chapter in a Book

Local History of Phi Gamma Delta



Ability, Opportunity & Duty

The Call to Serve Others



Work & Play

Brotherhood Building Activities



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