



Discussion Guide

This guide is to assist you in sharing your experience at Leadership Academy with Members of your Chapter. The guide is split up into sections based on the programming at Leadership Academy. It is important to note that you do not need to share everything in this outline. However, the outline fully encompasses the entire Leadership Academy.

Time and Place for Discussion

Suggestions on how to break this up for Members of your Chapter include:

- Discuss one section per Chapter Meeting until you have shared all of the sessions.
- Schedule an event (hour or so) and share the information you learned.

Additional Resources

- phisigmapi.org/laresources
- phisigmapi.org/resources

Introduction

- Share your thoughts on the Leadership Academy.
 - Show pictures you took.
 - Introduce people from different Chapters you met.

Harnessing Strengths with the High5 Assessment

- Ask your Chapter- What makes a strong team?
 - Possible answers:
 - Communicate well
 - Focus on goals and results
 - Everyone contributes
 - Support one another
 - Organized
 - A great team is composed of individuals who have a shared mission, are bonded through fellowship, which allows members to utilize their strengths.
- Have Members find out their strengths by completing the [High5 Assessment](#) on their phones. *The assessment takes about 10-15 minutes.*
- Discuss domains:

- Doing- Know how to organize, meet a goal and make things happen.
- Feeling- Know how to build strong relationships that can hold a team together, and make it greater than the sum of its parts.
- Motivating- Know how to take charge, speak up and make sure the team is heard.
- Thinking- Know how to absorb and analyze information that can inform better decisions and help teams consider what could be.
- Create an Excel document (like the one at Leadership Academy) and ask everyone to share their top 5.
 - Discuss:
 - What is your team's dominant strength clusters?
 - Are there blind spots or strengths that don't appear?
 - What would this mean for how your team works together?
- Discuss opportunities for Members to utilize their strengths within the Chapter.
- Share any additional notes you took on the programming or things that stood out.

Ritual Review

- Hold Ritual Review and Discussion on page 101 of your Ceremonies and Ritual Review Book.
- Share any additional notes you took on the programming or things that stood out.

Mission & Identity

- Share mission statement.
- Short version: Improving Humanity With Honor
- Discussion:
 - How do we, as a Chapter, live into our mission?
 - Another part of our identity is Gender-inclusive.
 - What does being gender inclusive mean?
 - Does our Chapter include a mix of genders that roughly reflects the makeup of our college/university?
 - Does our Chapter embrace gender-neutral language, themes and events?
 - Do we ask individuals to share their preferred pronouns and make a sincere effort to use them?
 - Do we take opportunities to learn about gender differences and welcome gender diversity in our Chapter?
 - Do we place emphasis on creating a safe, welcoming environment for everyone, especially those who are gender diverse, meaning those of all genders not just male and female?
 - Do we engage with campus offices and organizations that promote gender inclusivity and support those who are non-binary, or not exclusively masculine or feminine?

- How can our Chapter live into our gender-inclusive identity?
 - It's important to know who we are and that others' perceptions of us matches our true identity as an organization.
 - What does the campus community and Potential New Members think of our Chapter and our Members?
 - Discuss:
 - Is what they believe true?
 - Is this perception negative or positive? Why?
 - If it is negative, what can we do to change that perception through our Recruitment practices? If it positive, what can we do to reinforce that perception throughout Recruitment?
 - How can we use recruitment to communicate our Chapter identity that aligns with our mission as a gender-inclusive organization dedicated to improving humanity with honor through scholarship, leadership and fellowship.
 - Think:
 - Marketing
 - Talking to people you know
 - Opportunities
 - Follow-up questions:
 - What can we do to be more inclusive of gender diversity and all diversities?
 - What can we do to better communicate our mission?
 - How can we utilize our Invitational meetings to educate Potential New Members and share our experiences?
 - How can our Recruitment events demonstrate our commitment to improving humanity with honor?
 - What steps can we take to ensure that our Chapter reflects the diversity on our campus?
- Share any additional notes you took on the programming or things that stood out.

Achieving Through Chapter Standards of Excellence (CSE)

- Share [Chapter Standards of Excellence guide](#).

Leading Your Chapter

- Using the resources in the appendix, share resources where your Chapter could improve.

Developing Rising Stars

- Together come up with a list of leadership qualities looked for in Members and Potential New Members.

- Define succession planning.
 - Benefits
 - What do we already do?
 - Mistakes
 - What could we do better?
 - Consequences
- How to incorporate succession planning into our Chapter.
 - Create leadership development opportunities.
 - Leadership in Action
 - On campus opportunities
 - Share key values and competencies for positions to all Members.
 - Actively develop rising stars.
 - Tell someone in the Chapter that you see leadership potential within them.
 - Discuss how to reach out and tell someone.
 - Provide them with opportunities to excel.
 - Hold Leadership in Action Modules for Members on skills they can develop to become stronger leaders.
 - Hold workshops for Members looking to become Officers.
 - Be clear with Members about skills that are important for each role.
 - Have Initiates share with positions they would be interested in and why during the Initiate Program. Then, help them get there.
- Create action plans for yourself to grow your skills.
- Share any additional notes you took on the programming or things that stood out.

Roundtables

- Share any notes you took on the following topics:
 - Campus visibility & identity
 - Tripod events & fundraising
 - Alumni engagement

Final Thoughts

- Share why Members should attend the 2020 Leadership Academy.
- Show National Convention video.
- Read the [Brothers' Creed](#) together.