

Α Β Γ Δ Ε Ζ Η Θ Ι Κ Λ Μ Ν

**The University of Illinois Urbana-Champaign
Allerton Greek Leadership Retreat 2006**

“Individual Action...Organizational Success”



Wow, the Annual Allerton Retreat was a great way to make friends and learn how to be a leader in the Greek Community.

Over 100 Greek Leaders attend this leadership development opportunity!

Evaluation Report February 15, 2006
For more info on Greek Affairs check out:
www.odos.uiuc.edu/greek

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Overview

Annually, Greek Affairs, a functional area in the Office of the Dean of Students providing oversight and advisement to fraternities and sororities hosts an annual leadership retreat. This opportunity for the leaders of the Fraternity and Sorority Community (typically a chapter president or officer and the four council officers) to come together and interact on a variety of topics has proven to be beneficial in the building of partnerships between organizations participating in the Fraternity and Sorority Community.

On January 13th and 14th, fraternity and sorority community leaders, including four Greek Affairs staff persons and facilitators attended this retreat at Allerton Conference Center in Monticello, Illinois. Participants were asked to attend and pay a \$100.00 fee to cover rooms and meals. Councils paid for their respective officers. Attendance is expected of all organizations and each attendee has been informed of a positive recognition process that Greek Affairs will employ in order to reward them for their attendance. This report includes a list of all who attended (see page 8).

The cost of the retreat is offset by generous contributions from Procter & Gamble who also participate as facilitators in the retreat on Friday night with the over three hours of ice breakers and team building. Their role in the overall facilitation of Allerton is integral and students typically enjoy the opportunities that the team builders offer them to get to know each other and better understand leadership concepts. Three representatives participated as facilitators this year, with all three of them hailing from U of I.

Each year the retreat can take on a different shape, incorporating topics and issues that are relevant to the role that leaders take in their respective organizations and our community. This year, the theme was: "Individual Action...Organizational Success". Focusing on individual leadership styles, we were able to help all attendees address the issues they face. Participants took the Leadership Challenge Inventory, determined their leadership preferences and participated in small workshops to improve areas of deficiency. In addition, action planning occurred for each participant to return to their organization or council and make the impact they hope to accomplish. The entire curriculum is included in this report (pp. 11-40). In addition, the powerpoint used during the retreat can be found at: <http://www.odos.uiuc.edu/greek/Allerton%20Retreat%202006.ppt>

Questions on the content of the retreat should be directed to dbureau@uiuc.edu.

Through an assessment of submitted evaluations (n=69), it is evident that the program was an overall success. The mean of respondents was a 4.36 on a scale of 1-5 with 1 being least satisfied and 5 being most satisfied. You can see the breakdown of evaluation figures on pages 8-14 of this report.

The following are included for your perusal:

- Assessment results and some recommendations
- List of all attendees – please take a moment to recognize anyone from your organization who took the time to attend.
- Components of the Curriculum including an agenda – we have inserted the facilitator’s guide to assist in facilitating our program at other campuses.
- This year we defined clear learning outcomes that are stated in the curriculum. We also asked participants to evaluate us on these outcomes.
- Results of open space technology session. We had chapters break up by council and presidents were led in a discussion of issues with brainstorming. This report includes an overview on open space technology and its use.
- List of resources for “what we still need”. At Allerton, presidents were asked to identify areas that they still needed support and assistance with. We provide some resources to help them get these important answers.

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If you would like a copy of our powerpoint, please access it at our webpage

Allerton Evaluation Results

1 = strongly disagree 2 = disagree 3 = neutral 4 = agree 5 = strongly agree

Small Group Session One	
My Small Group Number was _____	
My small group facilitator did a good job leading the session	4.60
This forum provided an opportunity for me to get to know other Greek leaders	4.46
Session Length was adequate	4.44
History of the U of I Greek Community	
The presentation captured my attention	4.54
The information provided helps me as a Greek Community leader	4.20
This session helped me better understand the history of U of I and the Greek Community	4.82
Session Length was adequate	4.37
Learning Partner - OVERALL CONCEPT	
This is a helpful component of the Allerton Retreat	4.54
Procter & Gamble Teambuilder Activities	
The information provided helps me as a Greek Community leader	3.86
The activities were fun and engaging	3.92
I was comfortable with all of the activities	4.50
The activities helped me get to know other Greek Leaders	4.30
<i>Please rank the following activities using the scale of 1 to 5 with 1 being very unhappy with activity and 5 being very happy with activity</i>	
Icebreaker: Picture Word Game	3.61
Workshop: Decisions Decisions	4.18
Icebreaker: PAIRS Random Questions	4.00
Workshop: Egg Drop Construction	4.16
Icebreaker: Two Truths and a Lie	4.14
Workshop: The Maze	3.70
Egg Drop Competition	4.14
Tebuilder Session Length was adequate	4.30
Open Space Technology	
The information provided helps me as a Greek Community leader	4.64

The activities helped me get to know other Greek Leaders	4.63
The format allowed me to learn ideas to address chapter/council issues we may be facing	4.61
Session Length was adequate	4.52
Greek Speak	
Greek Speak permitted me to learn about other organizations	4.14
The information provided helps me as a Greek Community leader	4.17
Session Length was adequate	4.21
The Leadership Challenge	
The information provided helps me as a Greek Community leader	4.59
The session was fun and engaging	4.36
The inventory helped me learn about how my skills can help my organization	4.45
The presenter did a good job explaining the information	4.58
Session Length was adequate	4.53
Small Group Session: Improving Your Skills (first one you attended)	
Name of Session:	
My small group facilitator did a good job leading the session	4.58
The information provided helps me as a Greek Community leader	4.47
The session was fun and engaging	4.29
The information will be helpful as I work to improve my leadership approach	4.40
Session Length was adequate	4.50
Small Group Session: Improving Your Skills (second one you attended)	
Name of Session:	
My small group facilitator did a good job leading the session	4.46
The information provided helps me as a Greek Community leader	4.51
The session was fun and engaging	4.18
The information will be helpful as I work to improve my leadership approach	4.44
Session Length was adequate	4.32

Impacting your Organization: Knowing Yourself allows for Making A Difference - Action Planning Step One

The session helped me identify barriers that may hinder my success as a leader	4.47
The session provided good information to help prepare me to develop my action plan	4.43
The information provided helps me as a Greek Community leader	4.50
The session was fun and engaging	4.29
The presenter did a good job explaining the information	4.41
Session Length was adequate	4.44
Small Group Session: Skill Development	
Name of Session:	
My small group facilitator did a good job leading the session	4.52
The information provided helps me as a Greek Community leader	4.45
The session was fun and engaging	4.33
The information will be helpful as I work to improve my leadership approach overcome barriers to my action plan	4.40
Session Length was adequate	4.38
Action Planning - Step Two	
My plan is one that I feel I can accomplish	4.67
I know there are people who can help me realize my goals	4.67
The information provided helps me as a Greek Community leader	4.58
The session was fun and engaging	4.26
The presenter did a good job explaining the information	4.53
Session Length was adequate	4.50
Logistics	
Accomodations were satisfactory	4.34
Dinner was satisfactory	4.24
Friday night snack was satisfactory	4.38
Breakfast was satisfactory	4.48
Lunch was satisfactory	4.67
I will recommend future leaders attend Allerton	4.71
Learning Outcomes	
Please evaluate how well you agree we met the following learning outcomes:	
· explore individual leadership styles:	4.47

· examine how individual leadership styles impact their organization;	4.32
· determine methods to develop less dominant leadership skills;	4.15
· create connections to other fraternity and sorority leaders through team building activities and small group dialogues;	4.41
· build a foundation for the development of leadership skills through team building activities and small group dialogues;	4.31
· model the implementation of leadership skills in a group setting through team building activities and small group dialogues;	4.16
· understand the role that policy plays in the facilitation of fraternity and sorority community mission;	4.13
· develop understanding of the differences and similarities across the four Greek governing councils;	4.29
· develop understanding of the mission and purpose of Greek Affairs in the Office of the Dean of Students and the expectations of this office;	4.40
· participate in dialogue opportunities to create an agenda for each respective governing council (Black Greek Council, Interfraternity Council, Panhellenic Council, United Greek Council);	4.16
· learn the rich history of the fraternity and sorority community and examine how they can preserve this history through their roles as leaders;	4.50
· create action plans to be successful when they return to their chapters/councils;	4.47
· and understand the important role that Procter & Gamble plays in the University of Illinois Urbana Champaign community.	3.68
	4.36

Recommendations for the Future

1. Evaluations should be filled out after each session. Some students failed to fill out complete evaluations or filled out the wrong sections (i.e. filled in scores for their “Skill Development” section as the second “Improving Your

Skills” section). This may lead to data that was based on incorrect decision making.

2. We have room to grow in our curriculum, but this was the highest evaluated Allerton we have had. Only concerns are with some of the teambuilders on Friday night, but most scores are very high.
3. Open Space Technology continues to be one of our highest rated sections. This implies that if nothing else, the connections that students make and the resources they get simply by talking to each other creates a significant learning experience that can result in improved organizational effectiveness.
4. The use of students and grad assistants as small group facilitators can provide important opportunities for students to synthesize knowledge.
5. Providing options for small group breakouts proved very popular and could be a continued practice.
6. Some organizations continue to not see value in attending Allerton. The support of alumni and national organizations could be helpful. In addition, the rising cost may put the experience out of reach for some chapters. While it is an expectation of Greek Affairs to attend, resources are scarce. Any work Greek Affairs can do to keep the costs at or below \$100 could go a long way in ensuring participation.

Attendance at the Allerton Leadership Retreat

Organization	Representative
Acacia	Matt Conway
Alpha Chi Omega	Carly Andersen
Alpha Chi Rho	Matthew Militello
Alpha Delta Pi	Molly Desalle
Alpha Delta Rho	Elizabeth Carillo
Alpha Epsilon Phi	Yael Dvorin
Alpha Gamma Delta	Katie Stevenson
Alpha Gamma Rho	Nathan Brown
Alpha Kappa Lambda	Steve Harmon
Alpha Omega Epsilon	Marianne Marshall
Alpha Omicron Pi	Alissa Wolfel
Alpha Phi	Jenna Wilkerson
Alpha Phi Alpha	Roger Mosley
Alpha Psi Lambda	Maria Angulo
Alpha Tau Omega	Kyle Gillen
Beta Theta Pi	Matt Deppen
BGC	Marcus Reynolds
BGC President	LaToya Washington
BGC VP Judicial	Jamaal Applewhite
Chi Omega	Stephanie Chin
Chi Psi	Kyle Churillo
Delta Chi	Doug Drendel
Delta Delta Delta	Emma Miller
Delta Gamma	Caiti Carrow
Delta Phi	David Pignati
Delta Sigma Phi	Corbin Freres
Delta Sigma Theta	Victoria Whiteside
Delta Tau Delta	Ryan McNeily
Delta Upsilon	Kurt England
Delta Zeta	Jackie Sloboda
Facilitator/ Greek Affairs	Sheri Shaw

Organizations not attending are listed at the end.

Please take the opportunity to thank your representative for attending. We hope they enjoyed the retreat and learned a lot.

Facilitator	Dan Mazur
Facilitator	Lorna McClellan
Facilitator	Mike Jacobsen
Facilitator/ Greek Affairs	Michelle Green
FarmHouse	Bruce Frank
Gamma Phi Beta	Jamie Chappel
Gamma Phi Omega	Lynae Maciel
Greek Affairs	Dan Bureau
Greek Affairs	Lisa Moore
IFC President	Daniel Beiser
IFC VP Campus Relations	Kevin Siedentop
IFC VP Finance	Jason Mueller
IFC VP Internal	Ryan Fitzgerald
IFC VP Judical	Jared Brown
IFC VP Memebership	Safi Mohammed
IFC VP Recruitment	Karl Perske
IFC VP Risk Management	Barry Glass
IFC VP Service	Christopher Potsch
Iota Phi Theta	Gene Finley
Kappa Alpha Psi	Marques Johnson
Kappa Delta	Kim Burke
Kappa Delta Rho	Jonathan Sander
Kappa Kappa Gamma	Catherine Allen
Lambda Chi Alpha	Alex Whitaker
Lambda Theta Alpha	Ivonne Gutierrez
Lambda Theta Phi	David Orta
Omega Delta	Juan Mendoza
Omega Delta Phi	Tony Diaz
Omega Psi Phi	Ali Rashan
PHC President	Kim Verest
PHC VP Development	Jessica Bialorucki
PHC VP Finance	Joy Mkrdichian
PHC VP Internal	Brenda Lo
PHC VP Judical	Shanna Pyers
PHC VP Public Relations	Courtney Hildenbrand
PHC VP Risk	Emily Eisenkramer

Management	
PHC VP Scholarship	Sara Becker
PHC VP Service	Katie Becker
Phi Beta Sigma	Lance Rhodes
Phi Delta Psi	Michael Simmons
Phi Delta Theta	Kevin McClarin
Phi Gamma Delta	Matt Vycital
Phi Kappa Psi	James Nicholson
Phi Kappa Sigma	Ryan Bach
Phi Mu	Christina Robson
Phi Rho Eta	
Phi Sigma Kappa	Fahim Lakhani
Phi Sigma Sigma	Veronica Tylka
Pi Beta Phi	Jamie Miller
Pi Kappa Alpha	Matthew Lyons
Pi Lambda Phi	Daniel Nora
Psi Upsilon	Matt Nimrick
Sigma Alpha	Amy Waddell
Sigma Alpha Mu	Jeff Collons
Sigma Chi	Wayne Vonder Heide
Sigma Delta Tau	Adele Nathan
Sigma Kappa Sigma	Becky Murrow
Sigma Lambda Beta	Roland Martinez
Sigma Nu	John Soldano
Sigma Phi Delta	David Gerdes
Sigma Phi Epsilon	Rick Nowak
Sigma Pi	Alec Danaher
Tau Kappa Epsilon	Akindele Famoyegun
Theta Chi	Ted Bodine
Triangle	Robert Bierman
UGC External VP	Maricela Salazar
UGC President	Patty Garcia
UGC Secretary	Angel Garcia
Zeta Beta Tau	Brandon Keene
Zeta Phi Beta	Erica Cobb
Zeta Psi	Thomas Burnham
4H House	No
Acting Dean of Students	Ruth McCauley
Alpha Delta	No

Phi	
Alpha Epsilon Pi	No
Alpha Gamma Sigma	No
Alpha Kappa Delta Phi	No
Alpha Sigma Phi	No
Beta Phi Pi	No
Beta Sigma Psi	No
Delta Xi Phi	No
Greek Affairs	Michelle Hart
Historian	Willard Broom
Kappa Sigma	No
Lambda Phi Epsilon	No
Lambda Tau Omega	No
P & G	Anju Shivaram
P & G	Krista Jurs
P & G	Victoria Martinez
Pi Kappa Phi	No
Pi Lambda Phi	No
Sigma Tau Gamma	No
Tau Epsilon Phi	No
Tau Phi Sigma	No
Theta Xi	No
UGC Internal VP	No
Kappa Alpha Theta	No
Alpha Kappa Alpha	No

Facilitators' Script
Agenda: Allerton Retreat 2006
Individual Action into Organizational Success!

Learning Outcomes:

At the conclusion of the 2006 Allerton President's and Four Council Retreat participants will:

- explore individual leadership styles;
- examine how individual leadership styles impact their organization;
- determine methods to develop less dominant leadership skills;
- create connections to other fraternity and sorority leaders through team building activities and small group dialogues;
- build a foundation for the development of leadership skills through team building activities and small group dialogues;
- model the implementation of leadership skills in a group setting through team building activities and small group dialogues;
- understand the role that policy plays in the facilitation of fraternity and sorority community mission;
- develop understanding of the differences and similarities across the four Greek governing councils;
- develop understanding of the mission and purpose of Greek Affairs in the Office of the Dean of Students and the expectations of this office;
- participate in dialogue opportunities to create an agenda for each respective governing council (Black Greek Council, Interfraternity Council, Panhellenic Council, United Greek Council);
- learn the rich history of the fraternity and sorority community and examine how they can preserve this history through their roles as leaders;
- create action plans to be successful when they return to their chapters/councils;
- and understand the important role that Procter & Gamble plays in the University of Illinois Urbana Champaign community.

Resources used:

Kouzes, James M. and Posner, Barry Z. (1995). *The Leadership Challenge: How to Keep Getting Extraordinary Things Done in Organizations*. San Francisco: Jossey-Bass.

Team Building Activities determined by P&G. We will conference call in December.

Worksheets focusing on:
Leadership Styles
Development of less dominant leadership styles

Action Planning
 Agenda setting for the four councils
 Issues Identification Sheet
 Policy discussion sheet and listing of relevant policies
 Worksheet focusing on an understanding of the four councils
 Copies of the Greek Life Mission Statement
 Evaluation Sheet reflecting accomplishment of learning outcomes

Agenda: Allerton Retreat 2006
Individual Action into Organizational Success!
FACILITATOR COPY

Friday, January 13th

9:15am Facilitators arrive at Turner Student Services. We will have four staff persons and four student facilitators.

9:30am **Depart to Allerton**

10:10-11:00am Dan, Lisa and facilitators arrive at Allerton. Check in with Front Desk/Get settled in your room

11:00am-12:00 pm **Facilitator Training**
 Review Facilitator Guide/Handouts/Activities

12:00-12:30pm Eat (Procter & Gamble reps will eat with us)

12:30 – 1:45pm **Facilitator Training**
 (1/2 hour) Complete Facilitator Training to ensure everyone is ok
 (45 mins) Procter & Gamble reps go over teambuilders
 Set out snacks for when students arrive
 Set-up chapter rooms and all supplies with P&G

1:50 p.m. **Students arrive and check in rooms**

- o Lisa & Dan will register Attendees and offer snacks
- o Sheri & Michelle will greet Attendees ask them to get in line for room key and help them find their rooms

- o Rest of facilitators will solicit notecards with questions from each student that they have for firesides.

2:30-3:00pm

Welcome and Introductions (Library)

- o Go over agenda for weekend and expectations of the weekend/ cell phones in the room (DAN) 3 minutes
- o Introduce Greek Affairs Staff – structure of office, who advises chapters/councils, etc (DAN) 5 minutes
- o Introductions of all attendees (10 minutes)
- o Go through folders and explain what groups they are in for Team-Up and Small Groups (LISA)
- o Note Card Issue Identification
- o Icebreaker Activity for 10 minutes (Anju)

3:00-3:40
Leadership

PROCTER& GAMBLE Presentation and Overview

3:40-4:10pm

“Fireside Chat with the Deans” (Library)

Introduce Dean Ruth McCauley (Dan reads bio)
Answer Students’ questions

4:15-4:35pm

Small Group Session One

Group One (Library)
Group Two (Pine Room)
Group Three (Solarium)
Group Four (Oak Room)
Group Five (Brick Room)

4:40-5:55pm

History of Illinois’ Fraternity/Sorority Community
(Library)

Introduce Willard Broom (Lisa reads bio)
Small Group facilitators have no role here

6:00-6:45pm

Dinner

Sit in TeamUP! Groups (signs on the tables)

7:00-9:15pm

Team –UP!

Introduce P&G Facilitators (Lisa)

Group Alpha (Solarium)
Group Beta (Butternut Room)
Group Gamma (Brick Room)

9:15-9:45pm **Egg Drop Competition** (Library)
Library (Anju and P&G folks will lead)
P&G folks go home (no lodging needed)

9:45-10:00pm **Break**

10:00-11:00pm **“Open Space Technology”**
BGC Roundtable Discussion (Butternut Room) Sheri
IFC Roundtable Discussion (Library) Dan and Mike
Panhellenic Roundtable Discussion (Pine Room) Lorna
UGC Roundtable Discussion (Oak Room) Lisa
Dan and Michelle set up Snacks & Games

11:00pm **Snacks and Games (set up in Gallery and Library)**

Saturday, January 15th

7:45-8:30am **Breakfast**

8:30-8:40 **Overview of the day**

8:40-9:10 **Greek Speak** (Library)
Led by the four Council Presidents

9:10-9:25 Take **Leadership Challenge Inventory**

9:30-9:55a.m. **Breaking Down Your Leadership Style**

9:55 a.m. **Break – get bags downstairs**

10:15-10:45 **Small Group on Developing Skills**
Challenging the Process (Butternut Room)
Encouraging the Heart (Oak Room)
Enabling Others to Act (Brick Room)
Inspiring a Shared Vision (Library)

Modeling the Way (Downstairs Back Room)

10:45-11:15

Small Group on Developing Skills

Challenging the Process (Butternut Room)

Encouraging the Heart (Oak Room)

Enabling Others to Act (Brick Room)

Inspiring a Shared Vision (Library)

Modeling the Way (Downstairs Back Room)

It will probably go until 11:20 as they will need to switch between sessions. That is ok.

11:15-12:10

Lunch

12:10-12:20pm

Announcements (Library)

Greek Oscars.

Step Down.

12:25

Impacting your Organization (Library)

1:00-1:30

Small Group Sessions

Leading Change (Oak Room)

Motivating the Masses (Pine Room)

Accountability in Teams (Downstairs Back Room)

Going from "Good to Great" *(Library)

Involving Constituents (Brick Room)

1:30-1:55

Action Planning

1:55-2:10
Completion

Greek Affairs Expectations and Evaluation

2:15-2:35

Leave

3:00pm

Students Arrive at Illini Union

Small Group Facilitator roles

Friday afternoon you will be introduced. You act as a participant until 4:15.

Friday: 4:15-4:35

Small Group Session One

Purpose: To get to know other small group members.

Have each person go around the circle and state the following:

Name

Major

Chapter

Year in school

Favorite quote/cereal/childhood TV show/etc

One goal you have for your position for Spring 05

Have them write it on a piece of paper. They will post it around the library when they are done.

This will be compiled to help each of us monitor each other as we work to accomplish our goals.

You will just listen to the session on the history. It is always interesting 😊.

Friday night you will assist with P&G Teambuilders. Feel free to help process the activities or share your own thoughts. Just don't dominate. Remember it is about them, not you.

Friday: 10:00-11:00pm

“Open Space Technology”

BGC – Sheri

IFC – Mike and Dan M.

PHC – Lorna

UGC – Lisa

Michelle and Dan will get snacks ready

Background of Open Space Technology (about as much structure as you can give unstructured time) ☺

Open Space Technology is one way to enable all kinds of people, in any kind of organization, to create inspired meetings and events. Over the last 15 years, it has also become clear that opening space, as an intentional leadership practice, can create inspired organizations, where ordinary people work together to create extraordinary results with regularity.

In Open Space meetings, events and organizations, participants create and manage their own agenda of parallel working sessions around a central theme of strategic importance, such as: What is the strategy, group, organization or community that all stakeholders can support and work together to create?

Open Space Technology was created in the mid-1980s by organizational consultant Harrison Owen when he discovered that people attending his conferences loved the coffee breaks better than the formal presentations and plenary sessions. Combining that insight with his experience of life in an African village, Owen created a totally new form of conferencing.

Anyone who wants to initiate a discussion or activity writes it down on a large sheet of paper in big letters and then stands up and announces it to the group. This individual, though she/he may have no answers to the questions, will guide the discussion in a small group.

Four key principles are:

- 1) Whoever comes are the right people.
- 2) Whatever happens is the only thing that could have.
- 3) Whenever it starts is the right time.
- 4) When it is over it is over.

The final key principle is The Law of Two Feet: "If you find yourself in a situation where you aren't learning or contributing, go somewhere else." (To me, this includes the possibility of moving to another level of awareness and participation, as well as the more obvious one of moving to another activity.) This law causes some participants to flit from discussion to discussion.

Information borrowed from

<http://www.openspaceworld.org/english/openspace.html>

<http://www.co-intelligence.org/P-Openspace.html>

Open Space Technology - Role of facilitator

Provide an overview of the concept of OST. Important to highlight the four principles.

You will spend five-seven minutes creating a list of topics that your group would like to discuss. Your job is to introduce the opportunity to talk about items of interest that they have as leaders in the Greek Community.

The most important thing here is to reinforce that this is your chance to use each other as resources and that people will share ideas and suggestions to help other people. This is a brainstorming session at its best to help generate ideas and solutions to the questions they all have.

You will put all of these onto one big sheet of newsprint. Then you will have the group pick five topics that they all agree that they want to discuss. Each person who offered that topic will then take the responsibility to go to a corner of the room and lead a discussion on that topic.

They will list at the top of the newsprint what their topic is. Then they will list all ideas that come from participants. Participants can stay in groups for as long as they feel they are learning and that their participation is needed. People can go to as many of the groups in the hour that you have for time. If people want to stay and talk more, then offer that as an option.

Saturday

Inventory – you will not take it again; just be around the room helping people if they need it.

Small Groups 10:15-10:45

See your separate assignments that have been sent to you

Small Groups 10:45-11:15

See your separate assignments that have been sent to you

Action Planning 12:25-1:00

This will serve as ways to connect the dots of the weekend and help participants take what they have learned and put it into action. You won't do anything with this other than help where people need it. Lisa will run session.

Small Groups 1-1:30

See your separate assignments that have been sent to you

Action Planning 1:30-1:55

This will serve as ways to connect the dots of the weekend and help participants take what they have learned and put it into action. You won't do anything with this other than help where people need it. Lisa will run session.

See handouts for reference.

What you still need...

Small group facilitators asked participants what resources or advice they still needed as we approached the end of the retreat. The following needs were expressed. Resources follow each identified need.

What do you still need?

- Plan/organization
Check out resources on overprogramming, event planning and team dynamics at: <http://www.odos.uiuc.edu/greek/gazette.asp>
- Breaking old mentality
Check out resources at <http://www.odos.uiuc.edu/greek/gazette.asp> on motivation, values and ritual.
- Execution – check out resource at <http://www.odos.uiuc.edu/greek/gazette.asp> on leadership challenge and accountability in teams.
- Motivation and Praise Check out <http://www.odos.uiuc.edu/greek/gazette.asp> for resource on motivation and team dynamics.
- Willing to Take a Risk – check out <http://www.odos.uiuc.edu/greek/gazette.asp> for resources on leading change.
- Extend Leadership Knowledge and Utilize resources Check out <http://www.odos.uiuc.edu/greek/gazette.asp> with particular attention to issue on Campus Resources. Look into programs at www.illinoisleadership.uiuc.edu.
- 100% dedication – check out resources on motivation, team development, going from Good to Great at <http://www.odos.uiuc.edu/greek/gazette.asp>.
- Trust – look at <http://www.odos.uiuc.edu/greek/gazette.asp> and check out resources on accountability in teams.
- Respect/Seniority – Check out <http://www.odos.uiuc.edu/greek/gazette.asp> for the resources on Junior/ Senior Retention.
- Follow-Through – check out <http://www.odos.uiuc.edu/greek/gazette.asp>
- More Collaboration with councils – four councils need to prioritize this. They should have open lines of communication.

Still Need

- Informal meetings between councils, more social
- Summer equivalent of Allerton

Ideas We Need

- Philanthropic/Service – see this at <http://www.odos.uiuc.edu/greek/gazette.asp>
- Speakers on Campus – provided to councils
- Liability of Presidents – check out <http://www.odos.uiuc.edu/greek/gazette.asp> and view Risk Management issue.
- Recruitment Promotions – IFC Support
Fraternity Forum Idea

Modeling the Way – notes from small group session

Goal: To assist you in improving your skills related to modeling the way

Values of your organization

- Brotherhood
- Academics
- Service
- Leadership

List values of your organization

- Honor/responsibility
- Academics/study skills
- Service
- Scholarship/manly deeds
- Strong brotherhood
- “Helping Hand”
- Giving to culture
- Tradition/expectations
- Growth/friendship

Open Space Technology Notes from IFC, PHC and UGC (BGC has meeting during this time).

UGC

Fulfill Positions/Participation

- Lack of part-in UGC roles
- Lots of work to take on roles
- *Delegate role – Workshop/Retreat*
- Education of Constitution.
- AM Meetings
- Consequences enforced/clear
- Programming
- Meeting more business like (Chapter Meetings)

Recruitment

- Assist all chapters
 - Good programming
 - Recognition – for programming
 - Promotion*
 - Advising
 - Mini Quad day vs. Informational
1. Positions
 2. Rec. for chapters
 - a. Motivation to take leadership roles
 3. Lambda Pi Upsilon
 - a. Participation
 4. Points system
 - a. Const. – Assoc. member/Expansion
 5. Relations with other Councils

Panhellenic and IFC Topic Brainstorm

1. Hazing
 - a. RM – Tabs, safety
2. Participation in Panhellenic Events
 - a. Encouraging Service
 - b. Keeping Views of Panhellenic Positive
 - c. Acting as community
3. Retention/Participation
 - a. Increasing involvement and Seriousness
4. Enforcing rules without power trips
 - a. Making the “Hard Decisions”
 - b. Keeping confidence in you high
 - c. Chapter Morale

Keeping Chapter Morale High

- Stopping inefficient behavior – speed/well done
- Always give yourself the out (Keep your word on times, etc.)
- Chapter Appreciation awards/stones/recognition
- Senior spotlight/junior poem recognition
- Screen name with special messages for people to check
- Surprise them with a “non-traditional Chapter”
- Keep them happy by looking/talking happy themselves (the exec., the people who talks)
- Taking care of problems at exec behind closed doors – Be united when you leave exec – become one front to your chapter
- Brag book – why she should be bragged about – for whole chapter to see
- Continual raffle – for things like attendance/scholarship
- Adopt – a – week (out of housers to do)
- Knowing when to include/exclude out –of – housers on info pertaining to house issues (they can help other times they don’t care)
- Allow seniors to talk
- Don’t let chapter be punish time

Making the “Hard Decisions, Keeping/encouraging respect, enforcing rules in a positive way.

- When enforcing rules (punishment) express you understand their point of view
- Unite as a board
- Have open meetings as an exec board – so members can express their opinions
- Rely on an outside source – Mom, Guy, BF out of Greek system
- Advisors!!!!
- Have the paper/rule that explains your decision available (ex. Bylaws)
- Use presidents council
- Keep confidence in yourself
- Remember no matter what the last president did, you can do more and do it great!!
- Keep you as president and you as their sister separate

Participation in Panhellenic Event (encouraging services, keeping views of Panhellenic positive, acting as a community)

- Total participation – small houses too
- More interactive – less sitting and listening
- More communication
- Solutions through Greek week activities
- Utilize delegate without putting all pressure on them – more important role
- More chapters participation in process of programs
- Murder mystery dinner
- Movies on quad
- Problem with over-programming
- Ask people “what do you want” – survey
- Mandatory “panhellenic hours – chapters give point system
- Programming directed at certain age groups

Risk Management (Hazing, tabs, safety)

- Explained importance of self-governing priv.
- Kolusis vs. University Police
- Help people understand rules and reasoning behind (Especially RM, Pres, Social, NM)
- Get everyone behind Tab policy
- Pres. Stepping – up the seriousness of their risk managers
- Other harms besides physical hazing
- Don't realize all the rules of hazing
- Forced drinking events such as pledge mom and dad nights
- What the community thinks that their houses need due to risk.

Retention and Participation, increasing involvement. (Making People want to go things!)

- Points to use for end of year “auction” not just rooms
- Points = social privileges
- Senior Spotlight/scrapbook
- Cookbook/baby pictures
- “Welcome Back from Abroad” Party
- Sending care packages to girls abroad
- Letters to girls abroad
- Numbers under seats to win prizes
- Condensing email load
- Formal Organized by Seniors

