



Delta Sigma Pi
2018 National Volunteer Leadership Retreat
Dallas, TX
August 3-5, 2018

All sessions are located in Enterprise 7 unless otherwise noted

Friday, August 3

5:00 p.m. – 7:30 p.m.	Retreat Check-in	<i>Enterprise Foyer</i>
7:30 p.m. – 10:00 p.m.	Welcome/Overview What it Means to Be a Delta Sigma Pi Leader	

Saturday, August 4

Early	Breakfast on your own	
8:00 a.m. – 8:30 a.m.	Retreat Check-in (<i>if you didn't check in Friday Night</i>)	<i>Enterprise Foyer</i>
8:30 a.m. – 8:45 a.m.	Welcome with Grand President Tricia Smith	
8:45 a.m. – 9:45 a.m.	Developing Professional Communication Skills	
9:45 a.m. – 10:00 a.m.	Break and Networking	
10:00 a.m. – 10:20 a.m.	Case Study: PVP, RVP and DD Real Experiences Managing Communication	
10:20 a.m. – 11:20 a.m.	How to Navigate Through Conflict Management	
11:20 a.m. – 12:00 p.m.	Living by the 4 Agreements	
12:00 p.m. – 12:45 p.m.	Lunch – <i>Network by meeting someone new!</i>	<i>Enterprise 8</i>
12:45 p.m. – 2:00 p.m.	Risk Management 101: How Best to Support Collegiate Chapters <i>Facilitated by Bobbi Larsen, Holmes Murphy</i>	
2:00 p.m. – 2:15 p.m.	Break and Networking	
2:15 p.m. – 3:15 p.m.	Appreciating Generational Differences	
3:15 p.m. – 3:30 p.m.	Case Study: Motivating Today's College Students	
3:30 p.m. – 4:15 p.m.	Building a Repeatable Strategic Planning Framework	
4:15 p.m. – 4:30 p.m.	Break and Networking	
4:30 p.m. – 5:00 p.m.	Case Study: Goal Setting and Strategic Planning	
5:00 p.m. – 6:00 p.m.	Delta Sigma Pi's Ritual <i>Facilitated by Past Grand President Onuka Ibe</i>	
6:00 p.m.-Late	Dinner/Informal Social Time on your own	
8:30 p.m. (<i>optional</i>)	Honorary Initiation Ceremony of LF Executive Vice President Tyler Wash <i>Initiation hosted by Chicago Alumni Chapter (Professional attire required)</i> <i>Reception to follow at Ace's Lobby Bar – Light Appetizers/Cash Bar available</i>	

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Sunday, August 5

Early	Breakfast on your own
8:30 a.m. – 10:00 a.m.	Bias for Action – Traits of Successful Leaders
10:00 a.m. – 10:15 a.m.	Break and Networking
10:15 a.m. – 11:15 a.m.	Small Group Exercise: Chapter Challenges and Leading as Volunteers
11:15 a.m. – 12:00 p.m.	Bringing it Home: Leveraging the Weekend and Volunteer Skills in Your Life

Meet the Facilitators

Tim Augustine



Tim Augustine, *Kent State (OH)*, is a business owner and corporate officer, entrepreneur, author and professional speaker. He has written three books, including his most recent, *How Hard Are You Knocking? Landing a Job in a Rebounding Economy*, recognized by Career Magazine as one of the, "Top 100 Best Career Books of All Time."

Tim is currently an officer and owner of Atwell, LLC, a 600-person consulting, engineering and construction management firm based in Southfield, MI with 17 offices throughout the U.S., Canada and Asia.

His seminars and books have been featured nationally on ABC, FOX and NBC and reviewed in *USA Today*, *Wall Street Journal*, *LA Times*, and *The Chicago Tribune*. He has made numerous radio and television appearances and has presented to over 500 universities and organizations impacting over 180,000 people throughout the U.S. He has been a contributing writer for *Inc. Magazine*, *Fast Company* and *Monster.com* on topics pertaining to the people strategies of successful organizations and professionals.

For more information, visit www.howhardareyouknocking.com.

Adam Carroll



Adam Carroll, *Phoenix-Thunderbird*, is an internationally recognized financial literacy expert, author of *Winning The Money Game & The Money Savvy Student*, a two-time TED talk speaker and founder of MoneySavvy.com. He is the creator of the *Broke, Busted & Disgusted* documentary which was featured on CNBC in 2017, and his TEDx talk from the London Business School has been viewed over 1.7 million times on YouTube.

Adam has presented at over 700 college and university campuses, hundreds of leadership symposiums, and countless local and regional events. Adam's passion is helping people succeed faster by building a bigger life, not a bigger lifestyle.

For more information visit adamspeaks.com.

Session Descriptions – Saturday, August 4

Developing Professional Communication Skills

The topic of communication is vast and can include written communication, presentation skills and non-verbal communication. Whether you are a seasoned presenter, business professional or new leader, the things you communicate, the method in which you communicate and the way it is presented all establish your reputation as a volunteer leader. In this interactive session, participants explore best practices from such sources as Toastmasters, Dale Carnegie and Tony Robbins for improving your communication skills. We will discuss connecting with your audience, the importance of voice and body language, and detailed tips for powerful presentations. We will also leverage small presentation groups to discuss speaking situations, such as talking to a group, addressing a meeting or briefing a team. To be an effective leader, we want to ensure you gain insight focused on:

- Presentation Skills: Your preparation, organization, landing the first impression and confidence.
- Coaching Skills: Understanding your audience and serving as a coach.
- Branding Skills: Understanding your impact, desired reputation and message you want to deliver.

Case Study: PVP, RVP, and DD Real Experiences Managing Communication

The focus of this case study break-out session will be the implementation of effective communication strategies. We will select three leaders to practice their message based on a current initiative facing their chapters today. They will leverage the Effective Communication Framework (3x3) to deliver this message to the group who will provide constructive feedback regarding the message, their delivery, and body language. The goal of this exercise is to identify best practices that we, as volunteer leaders, can use with our chapters.

How to Navigate Through Conflict Management

Conflict management is the process of limiting the negative aspects of conflict while increasing the positive aspects of the outcome. The aim of conflict management is to enhance learning and group outcomes, including effectiveness or performance in an organizational setting. In this session, we will explore the sources of conflict including conflicting goals, personalities, and values; different styles or a conflict in values. Our goal is to discuss and embrace conflict as a part of an organization and make the most of each situation. We will arm the leaders to transform the situation into something better by leveraging their own conflict management style which could include: Accommodation, Avoidance, Collaboration, Competition or Compromise. We will explore:

- Setting expectations (ground rule development)
- Friend versus leader
- Leveraging the best style for the situation

Living by the 4 Agreements

The Four Agreements, written by Don Miguel Ruiz, provides a template for living a life that is free from unintentional conflict, allowing individuals to have more power over themselves, and greater influence among those they lead. We will dissect the agreements and how they impact individuals, chapters, and what happens when they're violated to the community and brotherhood.

- Be impeccable with your word
- Don't take anything personally
- Don't make assumptions
- Always do your best

Risk Management 101: How Best to Support Collegiate Chapters

Facilitated by Bobbi Larsen, Holmes Murphy

Risk Management issues drive campus conversations. We have found that the chapters with strong alumni guidance are more likely to enjoy success and provide a positive fraternal experience for their members. This presentation will assist volunteers/alumni working with chapters to best support students in their volunteer role. We'll share information about hot topics to be mindful of, as well as needs/trends of risk management in higher education today.

Appreciating Generational Differences

For the first time in history, four generations are working side by side. Different values, experiences, styles and expectations create misunderstandings and frustrations. Stereotypes exist, but are they based on faulty perceptions or simple misunderstandings? Are Millennials lazy or are Baby Boomers just jealous? Are GenXers really angry or are GenZers just clueless? As leaders, it is imperative that one grasps the generational differences and develop the skills needed to recognize and work with people who have different traits, skills, quirks, expectations and perceptions. Our goal is to provide a platform to build these skills before the generations collide. In this session, we will share our experience, knowledge and advice to help you develop essential tools that will help you in college, career and life. Participants will explore:

- The different definitions and segments of each generation
- Examine who they are and what they want
- Provide techniques to be an effective team member, teacher, coach and leader
- Provide methods to connect and build meaningful relationships across generational groups

Case Study: Motivating Today's College Students

This brief case study will include a group conversation regarding the echoed themes of frustration concerning the need to compete for students' time and attention. It sometimes appears that students spend hours surfing websites, hanging out in groups, and posting on social media. They want to be better leaders, but fall short and often fail to gain all they could because few focus fully on their responsibilities. They forfeit deeper engagement in the chapter or Fraternity to spend time socializing. What are your thoughts?

Building a Repeatable Strategic Planning Framework

With each new executive committee that comes through a chapter, the likelihood of "breakage" in strategy from one year to the next is quite high. However, a chapter could build a strategic plan for the foreseeable future that outlives one generation of students, but continues the momentum from years before. We'll discuss how to go about building a repeatable strategic planning meeting that makes it easy for each subsequent leadership team to build upon the previous team's success and momentum.

- Creating or leveraging a vision for the chapter
- Transition of legacy, challenges and tradition
- Developing a plan created by the chapter...for the chapter

Case Study: Goal Setting and Strategic Planning

In this interactive session, we'll work in small groups to discuss and develop best practices and SMART goals. The top three teams will present their ideas and best practices to the group. The topics discussed will include:

- Building an executive committee and succession planning
- Budgeting and fundraising
- Chapter growth & recruitment
- Chapter participation and event planning
- Awards and chapter recognition

Delta Sigma Pi's Ritual

Each time we participate in the Ritual of Delta Sigma Pi, we have an opportunity to reflect on and reaffirm our commitment to the Fraternity. As volunteer leaders, we are often approached for guidance on how to properly perform the various ceremonies. This session will equip volunteers to help chapters optimize the ritual experience and coach members through ritual challenges and questions. Participants will be equipped to:

- Describe the purpose of our ritual.
- Demonstrate how ritual can be used to guide chapter operations.
- Address common questions and challenges with various ritual ceremonies.
- Assist chapters in crafting ritual education programming.
- Provide coaching or intervention, as needed.

Session Descriptions – Sunday, August 5

Bias for Action – Traits of Successful Leaders

A bias for action is one of the most necessary traits for a successful leader. Studies find that an ability to make decisions quickly and to act upon them is one of the key determining factors differentiating successful people and companies from the unsuccessful. While there are plenty of people who talk about what they will do (or the new job they would like to have, or the new company they would like to start), it is the successful people that do it. The bias doesn't guarantee success will come, but the successful are only in the category of those who decided to act in the first place. Bias for action does not mean acting without forethought. Execution without strategy is just guessing, and prone to high error and failure rates. Instead, bias for action means having an idea or premise and understanding quickly what needs done and doing it. The faster you take action, the faster you execute and the more momentum your organization has. In this session, we will explore traits of successful leaders and provide best practices for:

- Goal setting and project planning
- Time management
- Developing a "results driven" or "finisher" mindset
- Coaching others to lead