

# **2019 Grand Chapter Congress Educational Session Descriptions (DRAFT as of 7/3/19)**

**Wednesday, August 14**

**9:15-10:00 a.m.**

**Keynote: Better Fraternity; Better You**

At a time when people are calling for a "culture change" in the fraternity and sorority community, it's hard for the student leaders to figure out exactly how to fix the issues or understand the complexity of the problems. What are we really trying to change? Why does change feel so difficult within our communities?

How do we create a better fraternity and sorority experience? The answer might be simpler than we believe. Until we engage and challenge the members to higher expectations, we cannot expect our communities to improve.

This keynote will be interactive, fun, focused on research and theory, and provide participants with a whole different way of thinking. We can create better communities but the change starts with YOU.

**10:15-11:15 a.m.**

**Achieving Innovation – (2 hour session)**

One of the issues that many organizations have is the over-reliance on structure to produce results. Structure is a sword that cuts both ways. While systems and procedures are necessary to frame a methodology for obtaining goals and objectives, systems can also be a deterrent for finding a better solution for those goals and objectives. We can easily become an organization of check-list doers instead of an organization of doers who think. The Plaid definition of innovation is the comfort with breaking habits, the recognition of a flawed action, and the ability to replace it with an improved action. This two-hour session explores these concepts for leaders who value being a doer who thinks.

**Alumni Forum: Deltasig in Your Future**

Gather with alumni from across the country to discuss topics pertinent to alumni and alumni chapters. Use this chance to share ideas, challenges, and best practices for engaging and retaining alumni throughout their Deltasig life.

**Challenge Your Routine: The Most Important Habits of Successful College Students**

*What is success?* Getting an A in a difficult class, maintaining a 3.9 GPA, landing your first dream job, and/or earning \$500,000 a year by the time you are 30 years old? Do you ever wonder why getting ahead can sometimes seem like such a struggle? The truth is: If you want to be highly successful, you need to be highly disciplined. I've surveyed successful college students, various executives, and entrepreneurs about the things they're doing every day which help them succeed. They typically credit simple daily routines which have been proven over time to give them an edge. It's a question of good habits: things you do on a regular basis that set you apart from the hordes of other, more scattered students. In the hopes of separating the average to the extraordinary, I have created this program.

We will explore:

- The fact: You spend 1 out of every 2 minutes doing something that you're not even aware of
- Breaking bad habits, starting new ones, and a plan to stay the course
- The direct correlation between displeasure, benefits, and consistency
- The Top 10 most important habits of successful people

### **Complex Problems – Simple Solutions**

As leaders, you face complex problems in the area of risk management including policy knowledge and implementation, campus culture, behaviors and actions of other organizations on your campus and – let's face it – behaviors of some of your members.

Maybe it's time for the leaders in our communities to get on the same page, have hard conversations, become educated, and embrace that YOU are the change agents.

From this session, participants will achieve a better understanding around the framework of stages of change, harm reduction, and brain development. Our problems are complex; however, solutions to these problems are really quite simple.

### **Getting Recruited Through Social Media**

Learn how to use social media to connect with recruiters and find out more about companies.

### **Interacting with Employers**

Ever wondered if you're telling an employer exactly what they want to hear? In this session, you will learn how to identify the do's and don'ts to engaging with employers before, during, and after the recruitment cycle.

### **The Metrics of Recruiting**

Chapters in Delta Sigma Pi must continually evaluate their recruiting processes to attract high quality and dedicated members. In this session, you will learn from Past Grand President Bill Tatum about time-tested recruiting techniques, learn new recruiting techniques to build and strengthen your chapter, and share ideas with other participants to further enhance your recruiting efforts.

### **Leadership Foundation Forum – Katie Magoon & Tyler Wash**

Energized by the growth, success and new strategic initiatives of the Fraternity, as well as a significant leadership gift to support educational endeavors; the sitting Trustees took a hard look backward and forward at the Leadership Foundation. The result was an aggressive restructuring aimed at proactively raising significantly more funding to support Delta Sigma Pi and our members. Katie (President & Chair) and Tyler (Executive Vice President) will be joined by other Trustees to discuss the key functions of the Leadership Foundation, including the new opportunities launched throughout the past year. There will be a short presentation covering the Leadership Foundation's activity over the past biennium, followed by a question and answer session with the leaders.

### **Volunteer Leadership in Delta Sigma Pi**

Participants will:

- ◆ Learn what benefits the volunteer will gain from the volunteer/leadership position
- ◆ Learn what benefits the Fraternity will gain from the volunteer
- ◆ Learn what volunteer leadership opportunities exist within Delta Sigma Pi

- ◆ Learn about the Certified Deltasig Leader program and how you can become certified

### **11:30 a.m. – 12:30 p.m.**

#### **Achieving Innovation (continued)**

One of the issues that many organizations have is the over-reliance on structure to produce results. Structure is a sword that cuts both ways. While systems and procedures are necessary to frame a methodology for obtaining goals and objectives, systems can also be a deterrent for finding a better solution for those goals and objectives. We can easily become an organization of check-list doers instead of an organization of doers who think. The Plaid definition of innovation is the comfort with breaking habits, the recognition of a flawed action, and the ability to replace it with an improved action. This two-hour session explores these concepts for leaders who value being a doer who thinks.

#### **Alumni Forum: Moving Ideas into Practice**

Many great ideas have emerged from the Alumni Forums. But how often have we heard, “Great idea, but how do we do something with it?” Or, “This will only be talk, there will never be any action taken” for an idea. Now is the time to make those ideas a reality. Participate in group activities to discuss ideas for alumni engagement, alumni programming, and alumni outreach to generate the details, identify responsible individuals or groups, and define the necessary actions steps. Let’s turn those ideas from “Alumni chapters should...” or “The Fraternity should...” into working action plans our alumni chapters and the Fraternity can implement.

#### **Board & RVP Candidates (All): Orientation**

All candidates for national Board of Directors and Regional Vice President positions should attend this session to learn more about roles, responsibilities, expectations, conduct, and the caucus/election process during Congress.

#### **Building a Great Team!**

It takes great leadership to build great teams. Leaders who are not afraid to change, make the hard decisions and establish performance expectations that are constantly evolving. Team building is an art and a science. How can you become a leader who builds high performance teams?

#### **Business Ethics: Real World Applications – WWYD**

As you enter the business world, you have to determine the type of leader you want to be and you may witness unethical behavior by your co-workers or unethical business practices. This workshop discusses the effects of non-ethical behavior, their consequences, and safeguards against it for corporations and for those employed by those companies.

#### **Emotional Intelligence: How to Thrive in Business**

Emotional intelligence is the ability to recognize our behaviors, moods, personality strengths (and areas for development), and manage them in a positive way so that we can work successfully with others.

In this session we will:

- Look at tools to become self-aware of your own personality strengths and weaknesses.
- Understand how your behaviors with others can help you all work together more effectively.
- Discuss the qualities of effective leaders (spoiler alert it’s a lot more about how they make you feel than what they know).

- Learn how to use these tools to be successful as a leader, team player, and individual contributor and thrive in business!

### **From Prevention to Practice (Risk Management)**

As leaders, we know we have to act when there is an issue or crisis. But true leaders are forward thinking PREVENTION people. This program will introduce participants to a prevention-focused process and provide leaders with the tools to reframe the conversation to help them make change in their chapters and/or communities BEFORE an incident occurs.

### **How Hard Are You Knocking? Landing a Job in a Rebounding Economy**

This powerful, interactive seminar is based on Tim Augustine's best-selling book *How Hard Are You Knocking* recognized in the "Top 100 Best Career Books of All Time" by Career Magazine. Tim will present proven strategies for differentiating yourself in a challenging job market and landing your dream job or internship. As a business owner and former executive recruiter, Tim offers an insider's perspective which will help you develop a successful job search strategy, research potential employers, interview like a rock star, and negotiate your starting salary.

- Developing your personal job search strategy
- Leveraging your resources to uncover job opportunities
- Differentiating yourself during the interview
- Developing your unique targeted résumé
- How to successfully negotiate a great starting salary

### **The Journey of Member Development – Recruiting the Pledge to be Your Brother**

Membership Development is not just the chapter's Pledge Education Program. Chapters should recruit students who will invest their time and talents beyond initiation. During this session participants will review the requirements for eligibility and the Pledge Education Program to identify students who may be a "good fit" for their chapters. Participants will also discuss techniques for attracting those who are deemed to be a "good fit" for the chapter. Finally, participants will explore elements to cultivate a culture of further member development beyond the Pledge Education Program.

## **12:30 – 1:45 p.m.**

### **Lunch-N-Learn Office Roundtable Discussions**

For those holding or aspiring to these various chapter positions, these open forum discussions allow for idea sharing and more.

President

SVP

VPF

VPPE

VPCO

VPSA

VPAR

VPPA

VPCS

Chancellor

Colony Officers/Members

## **2:00 – 3:00 p.m.**

### **Accountability Over Discipline: How to Avoid Trials and How to Conduct Them**

Attendees will learn about best practices to engage members and hold them accountable to their obligations of membership to avoid the necessity for trials. In addition, attendees will also participate in a mock trial to learn how to conduct Executive and Chapter Trials.

### **Board & RVP Candidates: The First 90 Days**

All Board and Regional Vice President candidates who have not previously held the position should attend this session to learn more about roles, responsibilities, and expectations. All candidates are welcome for a refresher.

### **Chapter Officer Forum: What Educational Tools Do You Need?**

As a chapter officer, what educational tools are helpful to you in your role? What tools do you believe would be helpful to officers in the future? Chapter officers will gather in this session to discuss resources available and desire to create a more comprehensive toolkit for future chapter officers.

### **Leading During Conflict**

Conflict is a natural maturation stage of organizational growth and development of a team. While conflict may seem negative, this vital phase of team maturation is important in moving everyone to productive performance. Unresolved conflict can be destructive and hinder growth. The goal of this session is to strengthen leadership and management skills by providing insight on how to resolve the conflicts and not allow them to escalate to unhealthy levels. This one-hour conversation will explore defining conflict, understanding how people respond to conflict, recognizing obstacles, and learning resolving techniques.

### **Money, Money, Money**

Strong chapter programs require financial support and accountability. Professionalism goes beyond professional dress and speakers and includes the way the chapter handles its finances. This session will discuss the essential elements necessary to manage the chapter's financial records responsibly, and will provide a list of potential fundraising projects to take home and share with your chapter. Come share your chapter's success stories with us and explore how to put the "fun" into fundraising.

### **Delta Sigma Pi's Ritual – Performing the Ceremonies**

Each time members participate in Delta Sigma Pi's Ritual it gives them an opportunity to reaffirm their commitment to the Fraternity. The Initiation Ritual is a time for new brothers to learn more about the Fraternity and its history. This session will focus on the various ritual ceremonies and how to perform each ceremony to optimize the ritual experience. ***Session open to members only.***

### **Seven Habits of Highly Effective Leaders**

Attend this session to learn seven habits exhibited by top leaders and how to implement them in your own leadership style. Modeled from the book, "*The 7 Habits of Highly Effective People*," you will learn critical strategies for becoming a leader that will carry through your leadership in Delta Sigma Pi, other organizations, and also your career.

### **Awards 101: The Why, the Who, the How, the When of Awards**

Every collegiate and alumni chapter in Delta Sigma Pi should be applying for the various chapter awards offered by the Fraternity, but surprisingly, very few chapters ever apply. At the same time, brothers

should be nominating and encouraging other brothers to seek our individual awards for their Deltasig efforts, but many do not know the basics of how to go about doing that.

This session will provide details about what chapters should be doing to set up their year to win awards, the awards options available, what an award winning application should look like, the submission process itself, and more.

Participants will learn about:

- The various awards, chapter and individual, available through Delta Sigma Pi
- The online application process for those awards
- How to guide your chapter to have an "award winning" year
- What events and achievements should be included in an award application
- Who should be your Chapter Collegian of the Year (COY) and Why
- How to nominate Individual brothers for their efforts and accomplishments

### **What's on Your Bucket List?**

*"Every man dies – Not every man really lives."* ~ William Ross

My grandmother always said "The only people who fear death are those with regrets." It took me years to finally figure out what she meant.

In this entertaining session, we will explore the process of developing your own bucket list, which is a list of all the goals you want to achieve, dreams you want to fulfill, and life-experiences you desire to experience before you die or kick the bucket. Fly in a hot-air balloon, see the Northern Lights, act in a film, or see the cherry blossoms in Japan. If you don't live your days by personal goals and plans, chances are you spend most of your time caught up in a flurry of daily activities. What comes to mind when you hear the questions "What do you wish you could do before you die?" Or "What would you do if you had unlimited time, money and resources?" This session will uncover ways to:

- Start acting on your dreams and plan out the successful path towards these dreams.
- Write it down and be reminded of the list all the time.
- Share them with your family and friends to create accountability.
- Face opportunities in a totally different manner.
- Create the real-life experiences to tell your kids!

### **3:15-4:15 p.m.**

#### **Backpacks to Briefcase – College to Career Transition**

No more backpacks, sweatshirts and jeans. As you prepare to graduate and transition into the business world you need to understand that your life is going to be VERY different. There are things that can help or hurt you as you embark on your new career. This workshop will discuss time management, dress and grooming and professionalism. We will share career tips and discuss personal finance and share you with 11 things you didn't learn in college.

#### **From Zero to Hero: How to Raise Your First Round of Start-Up Funding**

Do you have a business idea, company you want to grow or patent you want to take to market, but lack the funding to make it happen? Finding funding is stressful. Whether you're starting a business from

square one or trying to find funds to push your startup forward, raising capital can be stressful and a full-time job. Startups and new businesses begin with so much hope, excitement and promise, but the search for capital can be a crushing responsibility that grounds the soaring excitement of starting your own company. The type of investor you approach will depend largely on where your idea / company is in its development. Self-funding (Country Club Raise), for instance, is the first step for most companies, followed by finding angel investors or venture capital firms to back larger funding rounds. In this session, I will present:

- The difference between The Family/Friend Raise to Bank loans, Angel investors, Venture capital and even Crowdfunding.
- Required preparation expected by potential investors.
- The importance of scalability...ability to increase profits without increasing costs.
- Managing your expectations and market obstacles

### **History of Our Ritual**

Delta Sigma Pi's Ritual has a rich and varied history. In many ways our Ritual has reflected the society around us and has evolved over the years to address societal and fraternal concerns. This session will take you on a journey to help you better understand the meaning behind some of our Ritual and the journey it has taken over the years. ***Session open to members only.***

### **Mentoring Relationships**

A mentor can help guide you throughout your career, from help navigating difficult decisions to everyday career advice. Getting feedback from someone who is successful and more experienced can help take your career to the next level. Get tips for how mentees/mentors can build a successful mentoring relationship.

### **Navigating Difficult Conversations**

Having that crucial conversation during difficult situations may seem troublesome. We may become argumentative, emotional, passively aggressive, or just avoid getting to the heart of the matter. Why do we have such difficulties? The primary reason for the worry is because the conversations and/or the relationship is important to us, and we do not know how the conversation will play out. We have fears and concerns that create our hesitation to have these crucial discussions. This one-hour session is designed to provide insights to help navigate through challenging conflict moments in organizations. Trust is the foundation of having that safe and collaborative conversation. Navigating crucial and difficult conversations is a part of leadership clarity.

**Thursday, August 17**

**2:15-3:15 p.m.**

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film, or see the cherry blossoms in Japan. If you don't live your days by personal goals and plans, chances are you spend most of your time caught up in a flurry of daily activities. What comes to mind when you hear the questions "What do you wish you could do before you die?" Or "What would you do if you had unlimited time, money and resources?" This session will uncover ways to:

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#### **Motivation 101**

Participants will:

- Create strategies to increase motivation
- Learn how to motivate not only yourself, but others
- Be introduced and reminded of long time successful recruiting techniques
- Find ways to increase motivation in your chapter to retain brothers for the long term

The session is based off Paul's book, Motivation 101.

## **Friday, August 18**

### **2:15-3:15 p.m.**

#### **How Hard Are You Knocking? Landing a Job in a Rebounding Economy**

This powerful, interactive seminar is based on Tim Augustine's best-selling book *How Hard Are You Knocking* recognized in the "Top 100 Best Career Books of All Time" by Career Magazine. Tim will present proven strategies for differentiating yourself in a challenging job market and landing your dream job or internship. As a business owner and former executive recruiter, Tim offers an insider's perspective which will help you develop a successful job search strategy, research potential employers, interview like a rock star, and negotiate your starting salary.



- Developing your personal job search strategy
- Leveraging your resources to uncover job opportunities
- Differentiating yourself during the interview
- Developing your unique targeted résumé
- How to successfully negotiate a great starting salary

### **Real Estate: A Personal and Professional Investment**

This town-hall style discussion is designed to provide information and answer questions regarding purchasing residential real estate. We will focus on the advantages and disadvantages of home ownership, loan options and other programs you may be able to take advantage of. We will also be covering basic investment strategies for successfully flipping homes or obtaining and managing a rental portfolio.

### **3:30-4:30 p.m.**

#### **From Zero to Hero: How to Raise Your First Round of Start-Up Funding**

Do you have a business idea, company you want to grow or patent you want to take to market, but lack the funding to make it happen? Finding funding is stressful. Whether you're starting a business from square one or trying to find funds to push your startup forward, raising capital can be stressful and a full-time job. Startups and new businesses begin with so much hope, excitement and promise, but the search for capital can be a crushing responsibility that grounds the soaring excitement of starting your own company. The type of investor you approach will depend largely on where your idea/company is in its development. Self-funding (Country Club Raise), for instance, is the first step for most companies, followed by finding angel investors or venture capital firms to back larger funding rounds. In this session, I will present:

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#### **Interviewing with Ease**

Don't let the thought of interviewing stress you out! Understanding behavioral based interviewing can take all the worry out of your interviews. This session will provide a systematic approach to interviewing preparation and insight on how to respond to behavioral questions. We will also review best practices for handling various interview situations such as phone interviews, webcam interviews, and group/panel interviews. These tips from an HR expert will help build your confidence and polish your interviewing skills!