

COURSE TWO: RECRUITMENT EDUCATION

OBLIGATIONS AND VALUES

SESSION TIME LENGTH: 60 MINUTES

Objectives:

- Be able summarize the five obligations of memberships.
- Understand why each obligation is required for membership.
- Feel comfortable discussing the values with potential new members.

Materials:

- Flip chart or white board and markers

UTILIZING THE FIVE OBLIGATIONS OF MEMBERSHIP

30 MINUTES ACTIVITY

Facilitator should place five posters or flip charts around the room. Each piece should have one of the five obligations on the top. Below should be a + dividing the page into four quadrants.

Now that we know what we're aiming for, let's start to think about specifics. To recap, we know the Fraternity in its purest form is a values-based organization. We know that people join people with similar interests and goals, and that if we communicate those goals clearly we will identify men with the potential to become great brothers. But what exactly does a great brother look like? Before even thinking about inviting others to be our brothers for life, we must first understand these five obligations and how they impact the kind of men we recruit.

Five Obligations of Members -

1. Recruitment
2. Academic Achievement
3. Active Involvement
4. Honorable Conduct
5. Financial Integrity

Facilitator should divide the group into five groups and give each small group an obligation. On the posters/flip charts, they should record their response. Each quadrant represents a different question.

WHY IS THIS AN OBLIGATION OF DELTA TAU DELTA?	WHAT INDICATORS CAN WE LOOK FOR IN POTENTIAL NEW MEMBERS TO KNOW THEY WILL FULFILL THIS OBLIGATION?
WHAT SHOULD A POTENTIAL NEW MEMBER KNOW ABOUT THIS OBLIGATION BEFORE JOINING?	WHAT IS ONE MEASURABLE STANDARD FOR THIS OBLIGATION?

Facilitator should give each group time to answer the questions and record comments in the quadrants. Each group should then share their responses with the larger group.

PROCESSING QUESTIONS:

- Are these obligations currently upheld by the members of the chapter? Why or why not?
- Can we expect to recruit men who uphold these obligations if the current membership doesn't?
- How many standards should a prospective member meet to be considered for membership?
- Are there any standards that shouldn't be required to membership? Why?
- Are there times when a man should be offered a bid to join with the expectation that they will work to meet the standard?
- Should the new member program be used as an opportunity to decide if a man meets the obligations? Why or why not?
- What would the chapter be like if we follow these standards?

USING THE FRATERNAL VALUES

25 MINUTES ACTIVITY

Facilitator should transition the concept of standards to values.

How many of you think it would be difficult to discuss the standards with a potential new member?

Sharing expectations isn't always fun and the perception might be if you have standards, then guys won't join your chapter. How many of you agree with this?

Think back to our conversation about the vision for the chapter. If guys join without knowing the standards, will they stick around when they find out about them? If guys join for the party and we then tell them we need your help to achieve this vision, will we be able to accomplish it? Why or why not?

The standards are important, but the values of Delta Tau Delta are even more important. The values are the core of the organization, the reason it was founded.

One of the best ways to attract values-oriented members is to ensure the activities of the chapter reflect our values. Facilitator should break the class up into six small groups and provide each group with one of the value statements.

- Truth, Courage, Faith and Power are our Foundation
- Integrity is Essential
- Accountability is Fundamental to all Commitments
- Life Long Learning and Growth are Vital
- Strengthening Community is Essential to our Vitality
- Brotherhood Sustains Us

Have each group provide examples as to how the chapter exemplifies their value. Also challenge each group to develop one new idea to demonstrate this value to potential new members through a chapter activities/program. For example, invite potential new members to participate in the JDRF walk with your chapter.

After each group has had time to develop their list, each group should report out to the larger group.

PROCESSING QUESTIONS:

- What should we do with all of the information we have compiled about demonstrating our values during recruitment?
- What are some examples of ways you can include this information in conversations?
- How should this information impact the way we organize recruitment?
- Was this information communicated to you when you went through recruitment?
- How does this information help us achieve our vision?

The conversation about values isn't always about what they are, but we do. Demonstrating that the values drive our actions as a chapter is more important.

CLOSING

5 MINUTES ACTIVITY

Facilitator should conclude the session by asking 3 – 5 participants to share something they learned about themselves during this session.

Thank participants for attending the second recruitment education workshop. Remind participants about the date, time and location of the next workshop.