



DELTA TAU DELTA

Recruitment Education

Recruitment Workshop 1: Creating a Vision

Facilitator:

The facilitator for this workshop was a past alumni of our chapter, Tanner Lloyd. Tanner was a political science major at Oregon State, and is now employed in the political team of an Oregon Senator. Tanner was a model delt during his time at Delta Lambda, holding many leadership positions including the Director of Risk Management, and continues his involvement with Delt as an ignite facilitator. Tanner has built relationships with all members of Delta Lambda, both new and old, which made him a perfect choice to facilitate our first workshop of the year.

Goals set:

- Set individual deadlines for the recruitment committee
- Have more discussions as a whole chapter about our legacy and image
- Ensure that every new member knows our purpose for being on campus
- Get the chapter more involved for recruitment so that all the pressure does not fall to our recruitment chairs

Overview:

This workshop was held on March 9th, 2019, before the first formal recruitment period of the calendar year, in the Memorial Union on campus, with 90% of the chapter in attendance. One of the main things that we focused on for this seminar was to come up with a mission statement and motto for our chapter, as before we can pitch ourselves to PNMs, we need to be on the same page of why we are on campus. Curriculum for this workshop was a merger of The Road programming, the first recruitment workshop, and some of the Ignite programming.

The first activity was a simple brainstorming exercise, utilizing the Golden Circle section of the Ignite program. We split into four different groups and each generated phrases and words based on the questions asked. Following this short breakout session, we met as a large group and wrote down our ideas for each question on a singular whiteboard. The first question of this brainstorming activity was "WHAT do we want Delta Lambda to be known for on campus." Following a 5 minute session including thoughts from all members, we then tossed out ideas of HOW we were going to get that image for ourselves on campus. Finally, the hardest question so far was asking ourselves, WHY are we here on campus? This discussion had a lot of positive impact for the chapter as people realized that for all the different reasons that they had joined, we all had a very common idea of why we've stayed involved in the chapter and the positive impact that it's had on all of us.

The next activity that we completed was to synthesize our ideas of what, how, and why into a singular mission statement for the purpose of Delta Lambda on campus. We again split into small groups and were tasked with creating a short statement that encompassed Delta Lambda to explain ourselves to PNMs. After this breakout, we again put all of our ideas together to create a singular statement that we could all get behind. This led to two different statements

being created, one mission statement, and one very short motto that we could use for advertising purposes. The motto that we came up with was “Delt is change. Your experience. Your legacy.” This was something we created to put on rush shirts, and different rush advertising materials. The second statement we created was a mission statement that the members of our chapter could take to heart and carry with them throughout their delt experience. After much discussion, the statement that we came up with was “We, the men of Delta Tau Delta, aim to create a community of men that help each other improve upon themselves while improving upon the fraternity. Giving opportunities to make positive changes on campus and in one’s own life. We cultivate an inclusive culture of equal men who can make the greek experience what they want, and allow all members to influence the dynamic and legacy of the chapter.

Overall, this workshop was very successful and gave us a spark of inspiration going into a term break before we started one of our formal rush periods. The involvement of the entire chapter was crucial, and our facilitator was integral to keeping the discussion on track and making sure that everything we came up with was positive.

Agenda:

Winter Recruitment Workshop

March 9th, 2019

MU Room 202

Facilitated by Tanner Lloyd (Assistant Chapter Advisor)

- Introductions and lunch
- Golden circle breakout session
- Golden circle large group discussion
- Mission statement breakout session
- Mission statement large group discussion
- Pass the gavel
- Conclusion

Attendance and Pictures:

1	E is an excused absence	
2	X is an unexcused absence	
3		
4	Person	Recruitment Workshop Retreat (3/9)
5	Benson, Reese	
6	Chan, King Hin (Chan)	
7	Contardi, Collin (FM)	
8	Dalton, Spencer	
9	Daprile, Dominick	
10	Fisher, Kaelan	
11	Fletcher, Mikey	
12	Fletcher, Caleb (FM)	X
13	Gardner, Braden	
14	Gasper, Paul	
15	Giannini, Thomas	
16	Gradwohl, Jacob	
17	Gullickson, Spencer	
18	Hensman, Liam	
19	Jacob, William (Chase)	
20	Knackstedt, Christopher (FM)	X
21	Lovre, Andrew	
22	Millsap, Mickey	
23	Mestas III, Phillip	
24	Nelson, Kobe	
25	Perry, Keaton	
26	Ramos, Joshua (Josh)	
27	Swenson, Brandon	
28	Udomchoksakul, Khanin (Pao)	
29	Ulatowski, Randall (Randy)	
30	Van Gent, Paul	
31	Whitten, Chase (FM)	
32	Zhou, Paris	

WHAT: -ACADEMICALLY INCLINED -ACCEPTING -RITUAL
 -GOOD GUYS -INVOLVED IN G.C. -FAMILY -GENUINE
 -THE BEST -GENTLEMEN -HONEST -NO HAZE
 -DRIVEN -INVOLVED -APPROACHABLE (ASUM)
 -LEADERSHIP -CARING

HOW: -SHOW UP -STUDYING -UNDERSTANDING
 -INCLUSION & DIVERSITY -HELPING OTHERS -ACCOUNTABLE
 -OPEN W/ OTHERS -ASKING -MEET SOMEONE NEW EVERY DAY
 -JOIN CLUBS -PARTICIPATE IN PHILANTHROPIES -DISCRETION -WEAR LETTERS
 -BUILD RELATIONSHIPS -ENCOURAGEMENT -POLITE & FRIENDLY
 -SELF-CONDUCT -CHARACTER CONSISTENCY -COMMUNITY SERVICE
 -SELF-CARE
 -FOR FUTURE DELTS

WHY: -PAY IT FORWARD
 -CHANGE THE CULTURE
 -SELF-IMPROVEMENT
 -GROWTH
 -LEGACY
 -CHANGING FOR THE BETTER
 -EQUALS
 -HELP US HELP EACH OTHER
 -TO BE BETTER THAN YOU WERE THE DAY BEFORE
 -CREATING 1 COMMUNITY

$$\Delta\Delta\Delta = \Delta\Delta_c - \Delta\Delta_i$$

DELTA LAMBDA
 WE, THE MEN OF $\Delta\Delta\Delta$, AIM TO create a community of
 men that help each other improve upon themselves
 while improving upon the Fraternity. Giving opportunities
 to make positive changes on campus, AND IN ONE'S OWN LIFE. WE
 cultivate an inclusive culture of men who can make
 the Greek experience what they want, and allow
 all members to influence the dynamic of the
 Chapter & ITS LEGACY

DELT IS CHANGE
 YOUR EXPERIENCE
 YOUR LEGACY

Recruitment Workshop 2: The Process

Facilitator:

The facilitator for this workshop was our consultant at the time, Ben Grothe. He is a del from the Omicron chapter at Iowa University. Ben has been trained in recruitment from the Delt central office, and has been involved in multiple expansions for the fraternity. Ben hosted this recruitment workshop after a talk with the Delta Lambda president about the struggles that we have been facing in recruitment so far. Ben was well suited to give this workshop as he is a great friend to a lot of the members of the chapter, as well as an expert in recruitment from his many expansions.

Goals set:

- Add to the names list every week at chapter
- Overall devote about 30 minutes at every chapter to recruitment
- Utilize the Five F's when talking to new people
- Try to meet someone new every day

Overview:

This workshop focused mostly on our conversations and interactions with PNMs, and how we can transition someone from our friend, into an initiated member. The first step to any type of recruitment is to be able to hold a conversation with someone, which is why the Five F's ways to have a conversation, finding commonality, and active listening are crucial. During these sessions, we split off into pairs and focused on trying to improve our conversation skills in an environment where we felt comfortable, and knew the person that we were talking to fairly well. This practice was key to a successful spring rush as it got our members more excited to meet new people, and to have a lot more tools in their belts on how to keep a conversation going when you might feel a little uncomfortable. Ben made each member talk without pausing for one minute straight, which showed us that each member has different strengths in conversation. This led to the realization that we should split up our members based on their sociability at recruitment events, with our big talkers greeting all PNMs and trying to find something in common the PNM has with one of our members, to then segway the PNM into a conversation with a member who they might not have talked to otherwise.

The second focus of the workshop was on recruitment as a whole, and how we can better keep each other on top of things. It was decided that every chapter should take a larger focus on recruitment, with the names list being added to every week, and to have presentations or activities based around recruitment training every week to keep our focus on what is our chapters most pressing issue. This conversation was enlightening to all members and showed us that it's up to every individual member to carry their weight in recruitment, and not just up to our recruitment chairs. No matter how good our event is, if we don't have names or the ability to carry a conversation, we won't have any bids signed.

Agenda:

Winter Recruitment Workshop
January 15th, 2019
Kearney Room 212
Facilitated by Ben Grothe (Consultant)

- Ben Grothe introduction
- Five steps to recruitment
- Five F'n ways to have a conversation
- Finding a commonality in conversations
- Active listening
- Utilizing a names list
- Best practices for holding members accountable for recruitment
- Goal setting and closing remarks

Attendance and Pictures:

E is an excused absence	
X is an unexcused absence	
Person	Chapter Recruitment Workshop (1/15)
Benson, Reese	
Chan, King Hin (Chan)	
Contardi, Collin (FM)	E
Dalton, Spencer	
Daprile, Dominick	
Fisher, Kaelan	
Fletcher, Mikey	
Fletcher, Caleb (FM)	E
Gardner, Braden	
Gasper, Paul	
Giannini, Thomas	
Gradwohl, Jacob	
Gullickson, Spencer	
Hensman, Liam	
Jacob, William (Chase)	
Knackstedt, Christopher (FM)	
Lovre, Andrew	
Millsap, Mickey	
Mestas III, Phillip	
Nelson, Kobe	
Perry, Keaton	
Ramos, Joshua (Josh)	
Swenson, Brandon	
Udomchoksakul, Khanin (Pao)	
Ulatowski, Randall (Randy)	
Van Gent, Paul	
Whitten, Chase (FM)	
Zhou, Paris	

Recruitment Workshop 3: Obligations and Values

Facilitator:

The facilitator for this workshop was our assistant chapter advisor, Adam Drey. Adam is a Delt from the University of Nebraska. As our assistant chapter adviser, his main focus has been recruitment, and he donates a lot of his personal time to mentoring our recruitment chairs and helping them with all aspects of recruitment, from generating names to the actual holding of a recruitment event.

Goals set:

- Set individual deadlines for the recruitment committee
- Follow up on these deadlines every week at chapter
- Ensure that PNMs are aware of our values before extending bids to them
- Focus more on how we exhibit these values rather than just the values themselves

Overview:

This workshop focused mainly on using our values and obligations to ensure that our prospective new members are good men, who can be transformed into good Delts. Activities like the Truth, Courage, Faith, and power examples and five obligations of a Delt illuminated some possible questions that we can ask to PNMs to subtly find out their values. These discussions also reminded the chapter that it's important to listen to everything that the PNM says, in order to get a more full picture of who they really are. Integrating these values into our conversations with them was the most difficult portion of the workshop, but it gave members some simple phrases or conversation starters that will allow them to successfully introduce a person into Delt, and successfully judge if their values are aligned with our chapter values. Doing this work with the chapter as a whole set us up very well for spring recruitment, ensuring that we are on the same page of who we are trying to recruit, and allowing our members to practice their recruitment skills before the first event.

Agenda:

Spring Recruitment Workshop

April 1st, 2019

Kearney Room 305

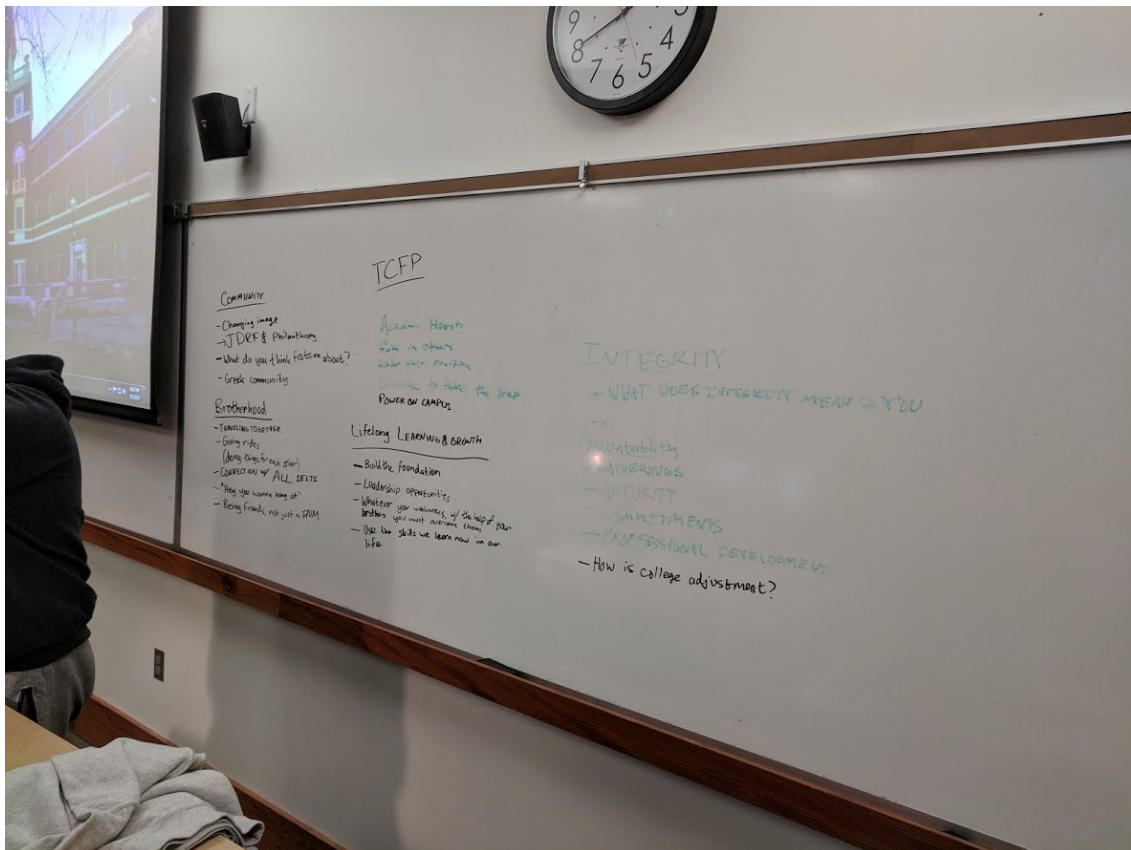
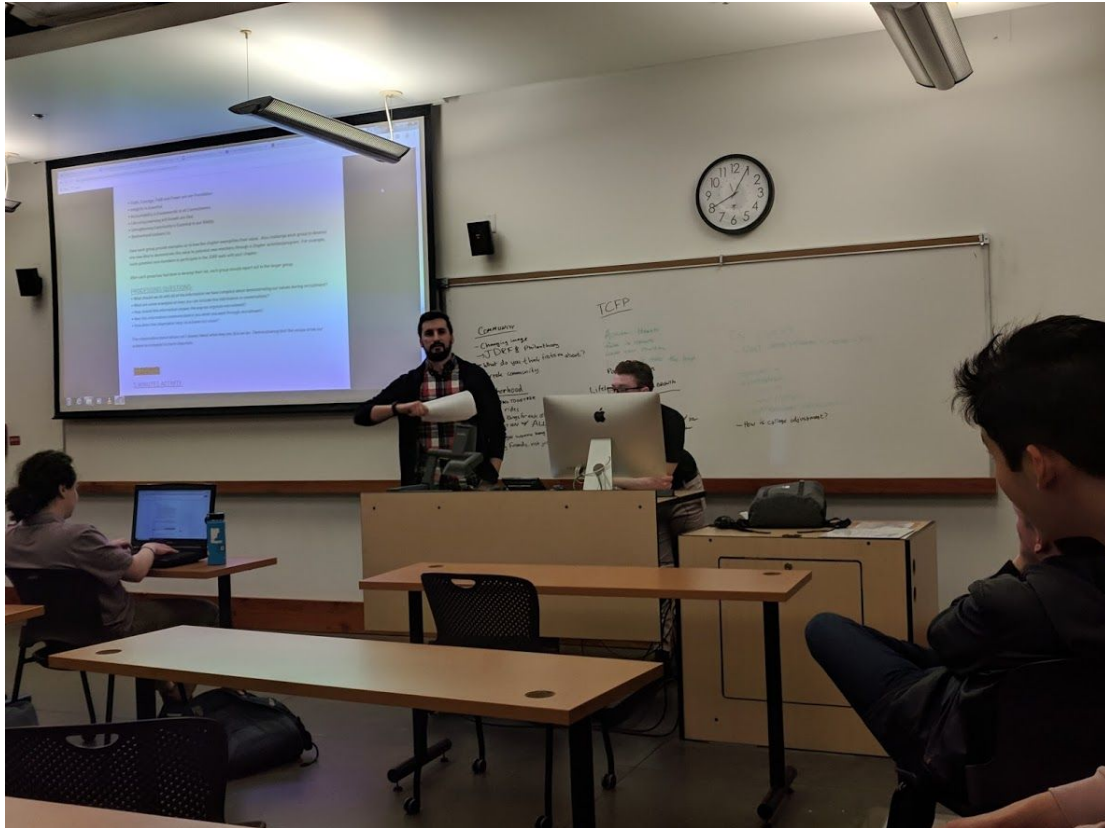
Facilitated by Adam Drey (Assistant Chapter Advisor)

- Overview of spring rush plan
- Truth, Courage, Faith, and Power examples
- Five obligations of a Delt examples
- How to integrate values in a conversation
- What to look for when talking with PNMs

- Goal setting and closing remarks

Attendance and Pictures:





A	B
Person	Chapter and Recruitment Training (4/1)
Benson, Reese	
Chan, King Hin (Chan)	
Chapman, Jack	
Contardi, Collin (FM)	
Dalton, Spencer	
Fisher, Kaelan	
Fletcher, Mikey	
Fletcher, Caleb	E
Gardner, Braden	
Gasper, Paul	
Giannini, Thomas	
Gradwohl, Jacob	
Gullickson, Spencer	E
Hensman, Liam	
Lovre, Andrew	
Millsap, Mickey	
Mestas III, Phillip	
Nelson, Kobe	
Perry, Keaton	
Pham, Nam	
Ramos, Joshua (Josh)	E
Schain, Jacob (Max)	
Swenson, Brandon	
Tahrp-Jackson, Calvin	
Ulatowski, Randall (Randy)	
Van Gent, Paul	
Vaughan, Logan	
Wandhekar, Nikhil	
Whaley, Brandon	
Wu, Ben	
Zhou, Paris	

Recruitment Workshop 4: Chapter Identity

Facilitator:

The facilitator for this workshop was our new chapter consultant, Michael Nguyen. Michael is a new consultant, but he was trained extensively by the Central Office in facilitating workshops around chapter operations, but one of his main strengths is in motivation of struggling chapters.

Goals set:

- Stay motivated around the mission statement
- Use the mission statement in recruitment to describe who we are
- Don't overload PNMs in recruitment, leave them wanting more

Overview:

The overall mission of this recruitment workshop was to motivate the chapter going into our formal rush period. Michael started with setting some ground rules for the discussion, this put us all on the same page and made sure that no one felt like they couldn't share or ask questions when they wanted to. We then thought back to the reasons why we signed our bid, and looked forward to what our we want our legacy to be. This was an illuminating activity because we realized that all of our reasoning for signing was similar, which allowed us to easily come together around a common mission statement. The writing of an individual statement, and then combining that with a small group discussion allowed different members in the chapter to see why they have stayed with delt, and why other people have stayed as well. The large group mission statement was created as something we can all get behind, and keep us motivated when we are deep into recruitment. This workshop was largely successful, due in no small part to Michaels skills facilitating and inspiring us around a common goal.

Agenda:

Fall Recruitment Workshop
September 26th, 2019
Kelley Engineering Center Room 1001
Facilitated by Michael Nguyen (Consultant)

- Expectations
- Setting objectives
- Why did you sign your bid?
- What do you want your delt legacy to be
- Mission statement individual and small group activity
- Large group mission statement

- Recruitment practice
- Goal setting and closing remarks

Attendance and Pictures:

Attendance

Liam

Randy

Nikhil

Calvin

Max

Phill

PVG

Paul Gasper

Jake G

Spencer D

Mickey

Braden

Paris

Brandon

Mikey

Tom

Keaton

Andrew