



# DELTA TAU DELTA

## RECRUITMENT TRAINING



## **Recruitment Education & Training**

### **Alpha Chapter**

#### **FAAR 2018 - Recruitment Education & Training**

##### **Overview**

The chapter utilizes all the Recruitment Workshops provided on DeltRoad.org for chapter members. At least two of these workshops are facilitated by an external resource.

##### **Recruitment Education Program**

One recruitment workshop each semester (2 - spring 1 - fall).

##### **First Course:**

We held this course at the beginning of the spring semester following our election. We gathered the brotherhood on Saturday March 10th to lay out vision for recruitment for the year. With the help of both current recruitment chairs, alum John Kutz ('82) helped present this vision the chapter should have. The presentation helped the chapter identify strategies to help with recruitment and educated the chapter on the philosophy for recruitment. This philosophy is defined by the idea that potential new members join because of personal connections, not because of events. The First DeltRoad.org recruitment workshop resource is utilized during this course to supplement this course.

##### **Facilitator:**

- **John Kutz ('82)**
  - John Kutz is a very active alumni of Alpha Chapter and Allegheny College. He serves on the House Corporation Board for Alpha Chapter, and the Board of Trustees for Allegheny College, and former President of the Alumni Association. He is currently employed as a Retirement Sales Director for Legg Mason.

##### **Copy of Attendance Sheet**

Member Name	Attendance
Alan Cuevas	Present
Alex Venezia	Present
Ben Blackburn	Present

<b>Ben Watto</b>	<b>Present</b>
<b>Cam Fisher</b>	<b>Present</b>
<b>Carl Pohlman</b>	<b>Present</b>
<b>Colton Schneider</b>	<b>Present</b>
<b>Conor Kennedy</b>	<b>Present</b>
<b>Cory Wiard</b>	<b>Present</b>
<b>Daniel Reid</b>	<b>Present</b>
<b>David Roach</b>	<b>Present</b>
<b>Derek Sawer</b>	<b>Present</b>
<b>Dillon Thoma</b>	<b>Present</b>
<b>Eddie Opalko</b>	<b>Present</b>
<b>Erik Orta</b>	<b>Present</b>
<b>Evin Fitzgerald</b>	<b>Present</b>
<b>Fabian Cuen</b>	<b>Present</b>
<b>Garrett Fenton</b>	<b>Present</b>
<b>George Castellon</b>	<b>Present</b>
<b>Giancarlo Aguilar</b>	<b>Present</b>
<b>Hunter Pietrzycki</b>	
<b>Jake Boynton</b>	<b>Present</b>
<b>Jake Thompson</b>	<b>Present</b>
<b>Jake Wamsley</b>	<b>Present</b>
<b>Jesse Tarnowski</b>	<b>Present</b>
<b>Joe Silvester</b>	<b>Present</b>
<b>John Fazio</b>	<b>Present</b>
<b>Jon Sion</b>	<b>Present</b>
<b>Justin Leary-Bignayan</b>	<b>Present</b>
<b>Kadeem LaFargue</b>	<b>Present</b>
<b>Kai van Rosendaal</b>	<b>Present</b>
<b>Kristian Snyder</b>	<b>Present</b>
<b>Liam McKersie</b>	<b>Present</b>
<b>Luke Fitzgerald</b>	<b>Present</b>
<b>Matt Massucci</b>	<b>Present</b>

<b>Nate Beard</b>	<b>Present</b>
<b>Nick Tocci</b>	<b>Present</b>
<b>Richie Damiani</b>	<b>Present</b>
<b>Rob Stiefvater</b>	<b>Present</b>
<b>Rory Simpson</b>	<b>Present</b>
<b>Taylor Dias</b>	<b>Present</b>
<b>Tommy Cantarella</b>	<b>Present</b>

## Second Course

The next course heavily focused on educating the chapter on obligations and values. Specifically, this encompassed utilizing the five obligations of membership. This presentation was conducted by the current recruitment chairs, and alum Landon Hanna ('17). They spent time reviewing the chapter value statements and educating the chapter specifically how to apply them to recruitment. Also the final two DeltRoad.org resources are utilized during this session.

### Facilitator:

- **Landon Hanna ('17)**
  - Landon Hanna was a former two term recruitment chair for Alpha Chapter, and currently serves as a consultant for the management consultant firm Gleason.

## Copy of Attendance Sheet

<b>Member Name</b>	
<b>Alan Cuevas</b>	Present
<b>Alex Venezia</b>	Present
<b>Ben Blackburn</b>	Present
<b>Ben Watto</b>	Present
<b>Cam Fisher</b>	Present
<b>Carl Pohlman</b>	Present
<b>Colton Schneider</b>	Present
<b>Conor Kennedy</b>	Present
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<b>Liam McKersie</b>	Present
<b>Luke Fitzgerald</b>	Present
<b>Matt Massucci</b>	Present
<b>Nate Beard</b>	Present
<b>Nick Tocci</b>	Present
<b>Philip Saulny</b>	Present
<b>Richie Damiani</b>	Present
<b>Rob Stiefvater</b>	Present
<b>Rory Simpson</b>	Present
<b>Taylor Dias</b>	Present
<b>Tommy Cantarella</b>	Present

### **Third Course**

The final course involved the process of recruitment. With the help of the Alpha chapters Director of Member Development, the recruitment chairs reviewed with the brotherhood the referral process, the purpose of a names list, as well as the 5 step process that they learned at 2018 divisions and brought back to educate the chapter.

## **New Member Recruitment Education**

Two recruitment presentations each semester. One is presented to the current pledges, and one is presented to the newly initiated brothers (from previous semester).

### **First Presentation**

During the pledges education process, the recruitment chairs construct a presentation that explains how recruitment works, the philosophy of the chapter in regards to recruitment, and how the chapters obligations and values help the chapter to carry out a successful recruitment process.

#### **Agenda:**

- Opened up the presentation by talking about the importance of recruitment in general and how it is one of our obligations and the lifeblood of our fraternity
- The recruitment chairs went around the room to each new member asking them how they were recruited and what drew them to the fraternity.
- These personal stories from the new members were then related to our chapter's philosophy about how we want to establish a personal connection between brothers and potential new members.
- The recruitment chairs then finished off the presentation by giving a brief overview about how the chapter's recruitment process and timeline works in terms of identifying potential new members, connecting with them, voting on whether they will receive a bid and giving bid talks

### **Second Presentation**

At the beginning of each semester the recruitment chairs meet with the brothers who were initiated in the previous semester. The recruitment chairs and the new brothers examine the schedule of recruitment for the semester and review the material taught in the first presentation from the previous semester. This ensures that the new brothers have a strong understanding of the chapters obligations and values. This presentation also provides a point of order where the recruitment chairs and newly initiated brothers discuss specific individuals they believe would be a good fit for Delta Tau Delta.

#### **Agenda:**

- The first part of the presentation was an overview of what was taught during the first presentation and how it relates to the chapter's recruiting process
  - The importance of recruitment and how without it, the chapter would fail to exist
  - The importance of establishing a personal connection between brothers and potential new members and how recruitment events are meant to supplement and aid this connection not drive it
  - How our core values and obligations relate to our recruitment standards and that potential new members must possess most of these qualities to be in consideration for a bid
  - The idea of quality vs quantity and how our chapter strives to recruit quality men who are willing to grow and add value to the fraternity rather than recruit just to have the largest fraternity on campus

- The second part of the presentation involved the recruitment chairs giving an outline of the semester in terms of recruitment events and how far along in the 5-step recruitment process potential new members should be at different points throughout the semester
- The last part of the presentation was for the newly initiated brothers to bring up individuals whom they believe would be a good fit for the chapter and discuss what qualities they would bring to the chapter. Formatted around a mock bid discussion that the entire chapter goes through when bids are sent out, the recruitment chairs facilitated the conversation to see how much the newly initiated brothers have learned over the course of the two presentations in terms of identifying potential new members and creating a personal connection with them