



FIJI ACADEMY

St. Louis, MO | January 7-9, 2022

Graduate Volunteers Workbook



PHI GAMMA DELTA

BUILDING COURAGEOUS LEADERS

Phi Gamma Delta International Headquarters

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 Phi Gamma Delta

 PhiGamHQ

 Phi Gamma Delta

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 PhiGamHeadquarters

The Courageous Leader Framework



There are three elements of Courageous Leadership:

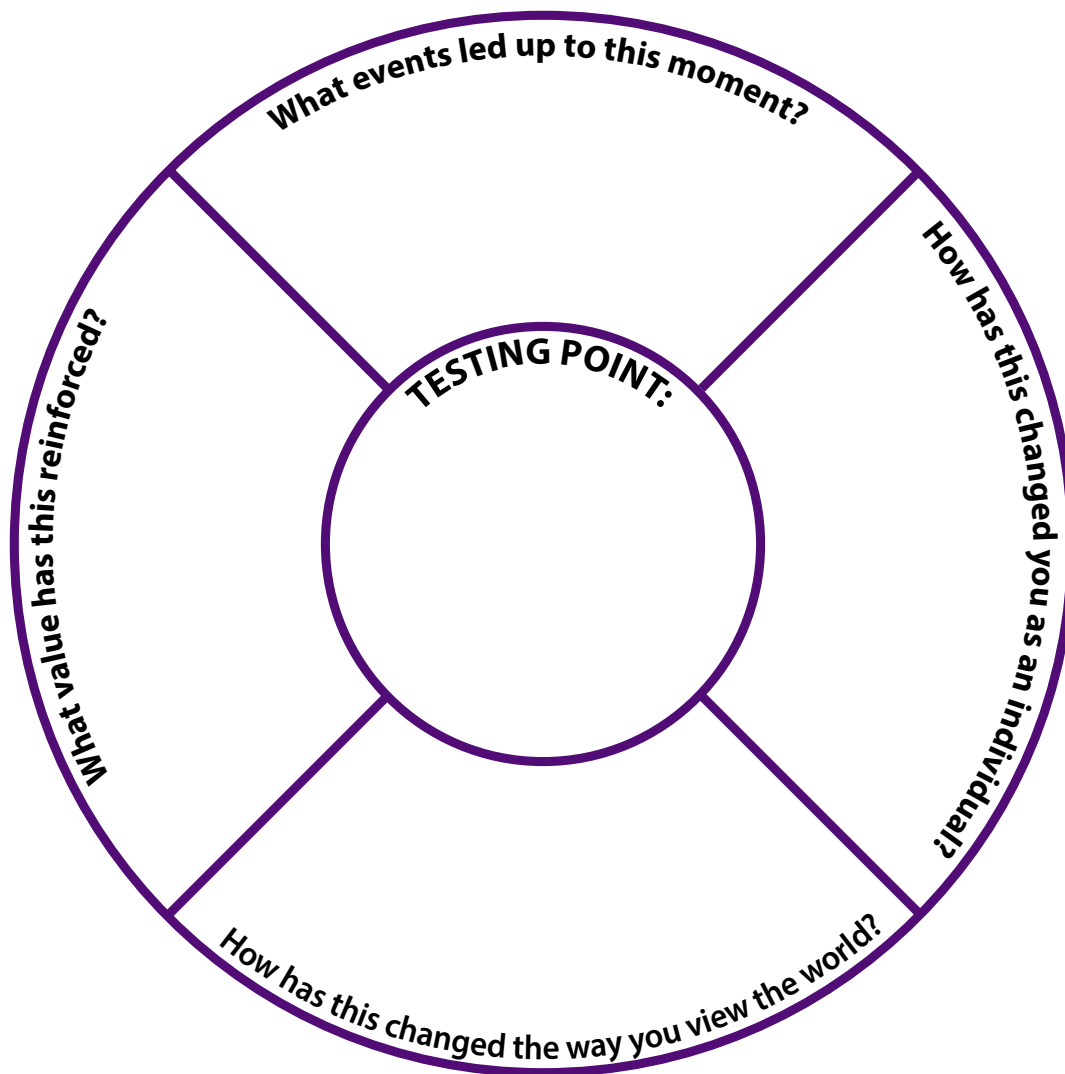
- Understanding and committing to Phi Gamma Delta’s values: Friendship, Knowledge, Service, Morality and Excellence.
- Recognizing the testing points - times when your values are challenged.
- Applying the values at the testing point and confronting the issue.

Courageous leaders have the strength to stand up for their values when they are tested.

What is a testing point? A situation when your values are challenged and there are repercussions to the choices you make. There are four types of testing points.			
Stance	Intervention	Opportunity	Accountability
<p>The courage to publicly profess your values, beliefs or opinions, especially when in the minority. These testing points pose risks associated with speaking out or expressing a contrary opinion.</p>	<p>Courageously embracing risk to actively stop or prevent an event or behavior. These testing points offer the potential to positively change the course of history.</p>	<p>Courageously embracing risk to create, start or support something new and untested. These testing points pose the same risks all entrepreneurs learn to face with courage.</p>	<p>The courage to take personal responsibility for past actions or futures commitments. These recurring testing points - both big and small - form the foundation of integrity.</p>
<p><i>Ex: Speaking up when hearing a racist joke, or voicing your opinion in class.</i></p>	<p><i>Ex: Intervening to stop a dangerous tradition even though your action might prove unpopular at the time.</i></p>	<p><i>Ex: Seeing the opportunity to address sexual assault and pro-actively creating or supporting a new campus event to raise awareness.</i></p>	<p><i>Ex: Taking ownership for a failure or mistake or honoring your commitment to attend a chapter meeting.</i></p>

Brotherhood Survey

Testing Points



Brotherhood

Solidarity

Sense of connection based on commitment to mutual assistance

Shared Social Experience

Fraternity is primarily a social outlet

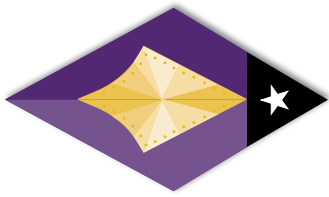
Belonging

Members view brothers as family; a “home away from home”

Accountability

Brothers held accountable to group standards and expectations

Foundation of Courage Summary



FOUNDATION OF COURAGE

Phi Gamma Delta's onboarding and socialization program for new members, preparing participants for a lifetime of Courageous Leadership.

This Strong Foundation Is Built of:



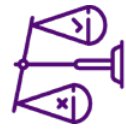
Friendship: Developing fraternal relationships based on honesty, trust and accountability.



Knowledge: Applying Phi Gamma Delta historical and contextual information to today's student experience.



Service: Creating a positive impact in the world through global and local service.



Morality: Expanding skills to take on life's "Testing Points" and making a positive impact on college and community.



Excellence: Working for the advancement of society and the good name of Phi Gamma Delta.

Foundation of Courage is divided into three experience types. New members will participate in the following:

Event Experiences

Meaningful moments of transition on the path to, and post-initiation.



Brotherhood Welcome

Brotherhood Welcome is the first formal Phi Gamma Delta event new members are exposed to after formal pledging. This one-hour experience is designed to involve potential Big Brothers welcoming new members to this part of their journey with the Fraternity – the period between non-membership and initiated membership.



Big/Little Reveal

Big/Little Reveal happens early in the education process and is focused on establishing a guided one-on-one mentorship relationship between new members and initiated members. The selection of Big Brothers is based on a set of predetermined criteria including, but not limited to good standing with academic, financial and behavioral commitments.



Post-Initiation Orientation

Post-Initiation Orientation is designed to help newly initiated brothers synthesize the lessons they learned during the new member process and reiterate their importance and relevance to the rest of their membership journey. There is an opportunity to debrief and gain a deeper understanding of ritual and its application to everyday life.

Learning Experiences

Introduction to Phi Gamma Delta's history, traditions and business.



The History of the Fraternity

Beginning with the Fraternity's founding in 1848, the session encourages new members to apply lessons from the past to the current time period. New members will have the opportunity to connect chapter history with the wider context of North American history. It also encourages new members to see themselves as part of the history of the organization moving forward.



The Legacy of the Fraternity

Introducing the insignia of the Fraternity and the transformational work of Phi Gamma Delta in developing Courageous Leaders. The Legacy of the Fraternity session first introduces the Courageous Leader Framework and then tasks new brothers with preserving the legacy of the Fraternity through their individual actions at life's "Testing Points."



The Business of the Fraternity

This session introduces new members to the work of the Fraternity – the internal systems that allow a chapter to function and meet the goals set by the Fraternity-at-large. It connects new members' individual strengths to the work of committees, leadership positions and chapter meetings. The goal is to integrate new members to the chapter as a whole and set them up for success as a contributing member.

Menu Experiences

Gaining skills and prospective through brotherhood.



Success in College

These programs are designed to introduce new members to campus resources and facilitate holistic membership development in college. The chapter should host at least two of these events as part of the New Member Experience. Options include:

- Time management
- Study skills
- Campus safety
- Physical wellness
- Mental health
- Responsible alcohol use



Work & Play

This series of activities is designed to contribute to the creation of brotherhood through fun and challenging activities. At least one activity should be facilitated as part of the New Member Experience. Options include:

- High ropes course
- Chapter retreat held off-site
- Game night/tournament
- Sports activities
- Day hike or other outdoor activity



Skills for the Modern Fraternity Man

These programs facilitate life skills that translate beyond undergraduate membership. The chapter should host at least one of these events. Options include:

- Budget basics
- Practical car care
- Healthy discourse
- First aid
- Housekeeping basics
- Career connections with career center
- Cooking class
- Healthy relationships



Chapter in a Book

Each Phi Gamma chapter is building its own unique local history. This is an important component to many Phi Gamma Delta chapters and one activity should be hosted. Options include:

- Campus tour focusing on historical ties to Phi Gamma Delta
- Slideshow/video describing significant events in the chapter's history
- Visit campus archives to learn about Phi Gamma Delta chapter history



Ability, Opportunity & Duty

Service is a foundational principle of Phi Gamma Delta, and each member participates in meaningful civic engagement and philanthropic work. The chapter should host at least two of these events. Options include:

- Host a fundraiser for one of Phi Gamma Delta's philanthropic partners: Donate Life, Red Cross or the USO
- Coordinate a donor drive supporting The Immortal Phi Gam Project (organ and tissue donation)
- Volunteer at a local community agency



Not for College Days Alone

Events in this category highlight the lifelong commitment shared by Phi Gamma Delta members across the world. At least two activities should be facilitated per year, including Phi Gamma Delta's yearly graduate gathering, Pig Dinner. Options include:

- Graduate brother panel
- Presentation by the chapter advisors
- Networking event with local graduates
- Welcome reception for new members and graduate brothers



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