



Sigma Nu Fraternity

Making the Most of the Consultation Program

Alumni Engagement Series

Today's Presenters

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Agenda

- **Introductions**
 - **Chapter Consultation & Support Program Overview**
 - **Leadership Consultant Program Overview**
 - **Volunteer Engagement**
 - **With the Consultant**
 - **To Support the Consultation**
 - **Q&A**
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Chapter Consultation & Support Program

Overview

Chapter Consultation & Support

Direct Support (live, events)

- Leadership Consultant Program
 - Biannual on-site consultations
 - 2-3 days per chapter/colony each fall and winter/spring
- College of Chapters
 - Commanders, January (Roanoke)
- Sigma Nu Institute
 - Officers, January (virtual)

Resources (on-demand, self-service)

- Officer Resource Pages
- **Officer Manuals**
- Best Practices Library
- Pursuit of Excellence Program
 - Annual assessment, planning, goal setting, awards, minimum standards, and continuous improvement



Leadership Consultant Program

Overview

Personal Trainer Approach

Standard Level of Service – All Consultations

- Training on policy, procedure
- Ensuring a minimum level of service and consistency for all chapters and campuses

Adaptability Based on Chapter Wants & Needs

- Chapters self-select timely and relevant add-ons to the basic experience
- Focus on goal-setting and improvement
- On-site “consultations” and follow up are grounded in organization’s assessment and standards

2022-2023 Consultation Model

Host campuses all on-campus, in-person operations

- Level of organizational restrictions minimal, if any

Fall 2022 (similar to Fall 2021)

- Hybrid consultations
 - Phase 1 virtual (August)
 - Phase 2 in-person (September – November)

Spring 2023

- Hybrid consultations
 - Phase 1 in-person (January-March)
 - Starting around MLK holiday
 - Phase 2 virtual (April)

On-Site Consultations



The Must Haves

- **Top chapter officers**

- Review ABC's of position
- Identify what they do best, where they can improve the chapter within their "sphere of influence"
- Set goals to make those changes

- **Advisors to the Chapter**

Key groups

- Executive
- Candidate (New Member)
- Chapter
- Required Workshop (rotating)

The Menu (Focus Areas)

Additional Officer / Committee Meetings

Workshops

- One-on-One, Executive, Committee, or Chapter
- Educational, Informational, Practical (creation of procedure, policy, process)
- Improve chapter operations and member experience in specific ways (grouped to align with divisions of Pursuit of Excellence Program)

LEAD Facilitation

- Whole chapter or appropriate cohorts (e.g., candidate class)

Action Plans

- Develop/update PEP-focused action plans for operations (officer or committee specific)

Goal Setting & Action Plans



Improving upon officer and chapter goals. Drives follow up by consultant, advisor(s), other officers.

Follow Up

Immediate and ongoing

- Officer Competency Form, goals, and notes from officer meetings distributed to all officers and advisors

Email, phone, tele / videoconference conducted on a mutually agreed upon schedule

- Based on Chapter/Officer goals, regular “to-do” items

What Students Are Saying

*The consultation and support program allows for a better relationship between [the General Fraternity] and a specific chapter. **Due to the limited interaction between the two, the consultation/support program really allows for the chapters to get to know members of the General Fraternity and create (what I hope) is a friendly and comfortable relationship.***

*The **support we receive from the General Fraternity is unparalleled.** After attending College of Chapters and experiencing multiple consultations, **it is my belief that we are given the tools to succeed at a high level.***

*Each visit leaves the chapter **reinvigorated** with the mission of Sigma Nu and **desire to see the chapter fulfill that mission.***

What Advisors Are Saying

*It's always wonderful working with a headquarters that trains their consultants to **have real conversations**. I love nothing more than working with Fraternity and Sorority headquarters that view the FSA and University as a **partnership in the development of our Greek students**.*

*This still remains **one of the best consultation programs in the business** – many steps ahead of your interfraternal peers.*

*Easily the **most organized and thorough from start to finish** – so much to be proud of from an organizational standpoint.*

Volunteer Engagement

**With the Consultant
&
To Support the Consultation**



Before the Consultation

- Opportunity to make connections between volunteers and staff (consultant)
 - Consultant email introductions over the summer (early July)
- Set up a meeting during the consultation (on-site or phone/virtual)
 - Announcement of consultation dates (when staff will be in town)
 - Shared by early August and early January
 - Consultant outreach to volunteers before academic term begins to set up one-on-one meetings
- Questions year-round on operations, best practices, chapter-specific information, finance and reporting updates

During the Consultation

Meeting with Chapter Advisor, Alumni Advisory Board Chairman, and/or AAB Members to include:

- Advisor job description and expectations
- Alumni Advisory Board health/participation level
- Verification of advisor names and positions
- Connection to the local Division Commander
- Questions, troubleshooting, and best practice sharing with the advisor
- Familiarity with the Alumni Best Practices Library
- Receipt of regular communication from SNHQ
- Review of Chapter/Officer Strengths and weaknesses

After the Consultation

- Review consultant follow-up messages
 - 48 hours out – sharing of officer meeting notes, goals, and resources
 - 1-2 weeks out – consultation recap and request for progress and continued follow-up frequency & medium
- Review officer meeting notes (competency form, resources, and goals)
- As needed, connection with local Division Commander to assist with AAB training, recruitment, ongoing assistance
 - Connections with staff experts on specific issues
- Complete follow-up survey (Leadership Consultant Visitation Survey)

Fall vs. Winter/Spring

Fall

- Review Pursuit of Excellence Program ratings and feedback
- Support Chapter in conducting Strategy Session
- Ensure continuity and updates to chapter plan through officer elections & transitions

Winter/Spring

- Prepare for the Pursuit of Excellence Program annual self-assessment (due April 30)
- Conduct year-end goal setting and budget prep for upcoming academic year



Questions?

Thank You

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