

## Greek EMerging Leaders Program 2013

The Greek EMerging Leaders (GEM) Program began with an overnight leadership and teambuilding retreat in August at Camp Kweebec. The program consisted of 8 redesigned workshops, developed and facilitated by student mentors.

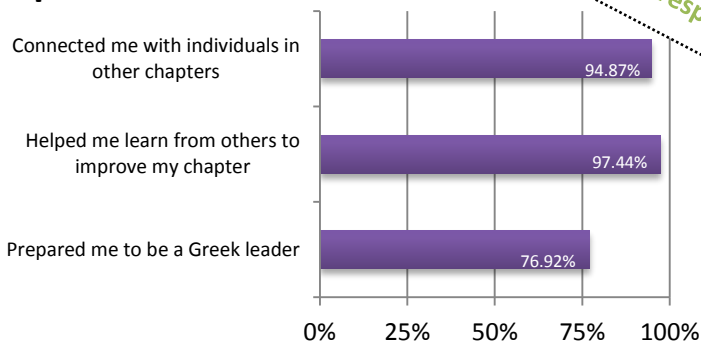
### Participant Numbers

- **48** mentees...from **19** different chapters
- **11** mentors...facilitated sessions & councils
- **1** student intern...coordinated logistics



81% response rate

### Impact of GEM on Mentees



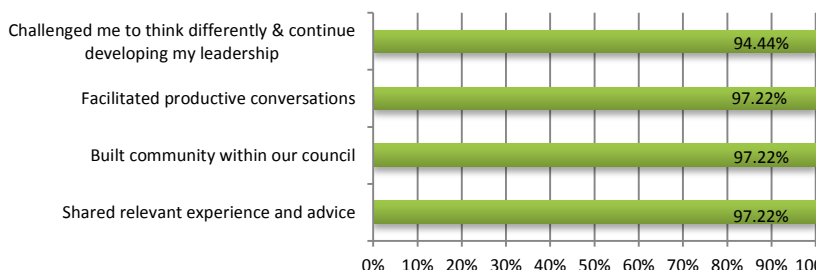
### New & Revised Elements

- **Greek Community Unity** - students were able to ask questions to the OFSA staff and representatives of all 3 councils
- **Executive Board Leader Panel** (open to the entire Greek community) - 72 attendees heard from various Greek leaders
- **Council Project** – asked each group to implement a project or program to improve the Greek community or GEM
- **Reflection and Connection** – students were asked to reflect on what they learned and think holistically about their learning



### The Mentor Impact

Mentors were paired together and had a group of approximately 8 mentees that they worked with throughout the semester. Mentors facilitated small group conversation at each session and also were in charge of 1 session where they facilitated for the entire group. The mentors had a significant impact on the mentee experience.



# Student Affairs

87%

of participants said:

As a result of participating in GEM, I understand my leadership style and how it affects my work in my chapter.



80%

of participants said:

As a result of participating in GEM, I am confident in speaking up when I see behaviors that could cause harm to individuals and/or organizations.



## What participants had to say...

- "...GEM is a real benefit to those that look to improve and strengthen the Greek community."
- "[The mentors] shared their experiences within their own chapters that helped me understand more about my own."
- "Going over conflict management helped me the most...After finding out what others chapters do about a certain problem I was having, it helped me fix [the problem] in my chapter."



## Recommendations for the Future

- Utilize the retreat to discuss a specific leadership tool instead of a separate session
- Restructure the Executive Board Leader Panel, Greek Community, and Goal Setting sessions
- Increase communication and networking between individual councils by mixing groups during activities and projects
- Change the structure of the council project to make it more feasible and attainable
- Assign mentors to topics in the spring and have them submit an agenda before summer
- Email session agendas to mentors at least 3-5 days in advance to prepare
- Only accept 2 students from each chapter to allow for more chapters to participate
- Create an enforceable attendance policy and only allow those who follow to complete the program
- Reduce the total number of mentees to ensure that productive conversation and accountability can be created