



LAMBDA CHI
FRATERNITY

2022

Implementation Guide

Ideal Man

DISCOVER THE IDEAL MAN

Congratulations on being elected your chapter's High Kappa and High Phi! This implementation guide is focused on supporting you, the High Kappas and High Phis, because jointly you are responsible for the interpersonal development of our members and ensuring they incorporate the life-changing lessons of our Ritual into their daily lives. In so many ways, you are the beating heart of Lambda Chi Alpha, and we want to help you succeed in these ever-needed roles. You are important!

As you know, the Ideal Man Program was created to ease the onboarding process for incoming members, provide relevant skillsets to mirror the members' LCA Fraternity Man identity development, enhance current offboarding processes for graduating members, and providing a consistent point of assistance for the High Kappa and High Phi. This program was created because each man within our Brotherhood represents a once-in-a-lifetime opportunity and is worthy of investment to receive conference-caliber programming. In the coming year, thousands of young men will seek belonging within our bond and will entrust you with their development. Through your efforts, you will help these men create the tools they will use to positively impact your chapter and local community.

We know your jobs are not easy. You must accomplish your mission while working around the busy schedules of your Brothers, many of whom work, are involved in extracurriculars, and must

focus on their academic pursuits. To support you and provide you with better tools, we have created this guide! Themes covered include, but are not limited to:

- **Meaning to Membership:** Creating a sense of belonging for participants from association
- **Work Ready:** Equipping Brothers with the competence and skills for today's job market
- **Education in One Place:** Providing a unified and succinct point of educational engagement for all Lambda Chi Alpha members

These will be covered through experiential learning assets that allow you and the membership to collaborate with each other. The skills and stories used allow you to learn from experts and our Brothers across the Global Zeta! In the coming year, we will support you as never before so that you continue to learn and excel throughout your tenure.

Avery Baker < abaker@lambdachi.org > has the honor of being named the first High Kappa/High Phi Training Specialist. He will work with you to implement and create learning tools for your use and catalyze peer-to-peer learning — providing you access to Brothers across the Global Zeta doing the same work. You are not alone. We are here to help you succeed.

In ZAX,

Troy Medley
Chief Executive Officer
Lambda Chi Alpha Fraternity

In addition to being elected as your Local Zeta's High Kappa / High Phi, you have been tasked with the creation of a unified Fraternity Education and Pre-Initiation Plan to support our Brothers. Know that you don't have to do this alone!

This implementation guide provides a framework to collaborate with your chapter's counterpart to:

- Implement supporting parallels throughout the Ideal Man Program
- Bring Fraternity Education events alive with prompts and support pieces
- Create a collaborative, unified timeline with your chapter counterpart
- Consider required campus education sessions and how they can connect to current chapter educational practices and the Ideal Man Program

Tools at Your Disposal

- Ideal Man Course Catalog with supporting Ideal Man modules with example education events
- Reach out to our High Kappa/High Phi Training Specialist Avery Baker < abaker@lambdachi.org > and/or < learningoutcomes@lambdachi.org > for support throughout implementation
- Deliver the action plan to the Executive Committee, High Zeta, and then Chapter to garner buy-in from the top down.

Implementation Guide: Introduction

List 3 – 5 takeaways that you're excited to gain from Ideal Man:

List 3 – 5 obstacles that may get in the way of you implementing the changes with the Local Zeta:

Collaboration opportunities for Kappa and Phi to include in term timeline:

As a team, put a * next to the most vital opportunities to include this next term, noting that each term may result in needing to adjust education based on membership needs.

KAPPA'S IDEAS

PHI'S IDEAS

Now that we have pulled together our overarching brainstorming ideas, let's dive into the programmatic areas! Below you will find a set of buttons that will jump you to the start of each section:

ASSOCIATE MEMBER ORIENTATION

GENERAL / COLLABORATIVE PROGRAMMING

BIG BROTHER PROGRAMMING

PRE-INITIATION

RITUAL EDUCATION & ZAX SESSIONS

GRADUATING MEMBER OFF-BOARDING

As you utilize this implementation guide, please take advantage of the two flushed-out examples of commonly-used Fraternity Education experiential sessions found on the next few pages.

Example Sessions

Personal Coat of Arms

AUDIENCE

Initiated & Associate Members

DATE / TIME

02.16.2021 / 7:30pm

PRESENTER

High Kappa & Advisor

LOCATION

Rm. 225

<p>PURPOSE / DESCRIPTION</p>	<p>PURPOSE</p> <p>The Personal Coat of Arms event allows members to dissect the Lambda Chi Alpha Coat of Arms and explore symbolism. Members will reflect on their values to create a visual representation of their values. This event also connects members through sharing and vulnerability.</p> <p>DESCRIPTION</p> <p>The High Kappa and High Phi will introduce the importance and elements of the Lambda Chi Coat of Arms (CoA). After passing out sheets of paper and writing utensils, members will create a personal CoA with their own symbols and an open motto. Then, members will break into small groups to share their CoA with each other.</p>
<p>LEARNING OUTCOMES</p>	<p>MEMBERS WILL ...</p> <ul style="list-style-type: none"> • Describe the history of the Lambda Chi Alpha Coat of Arms • Identify the elements and significance of LCA symbols • Design a personal Coat of Arms • Compare Coat of Arms with other members
<p>NEEDED MATERIALS</p>	<ul style="list-style-type: none"> • Paper – at least one (1) sheet per member • Writing Utensils – at least one (1) per member • Coat of Arms displayed on wall – physical or digital

EXERCISE DIRECTIONS

- Welcome members and thank them for coming
- Introduction to the Coat of Arms (CoA). Review the following talking points:
 - LCA has had three (3) versions of the CoA: Cole's version/Gamma Plate (1913), Mason's version (1913), Post-Theta Kappa Nu (TKN) Merger (1939).
 - The current version (Post-TKN Merger) is Mason's version with the Lion Rampant and Vir Quique Vir (Every Man a Man) motto from the TKN CoA. It follows the rules of heraldry and is one of the most detailed CoA in the fraternity world.
 - Every symbol has meaning. For example, here's a quote from Jack Mason explaining the curci-crescent or crest: "For a further symbol we took the cross of St. George—who might almost be called the patron saint of Brotherhoods. By a happy thought of one of our members, we placed the rising crescent behind the cross. As Brother Wurster (who is something of a poet) remarked, 'There you have aspiration and sacrifice together, which follows out our motto'." – Our Story: A History of Lambda Chi Alpha
 - The open mottoes Per Crucem Crescens (Crescent through the Cross) and Vir Quisque Vir (Every Man a Man) give us a charge and message to show to the world.
- Ask members: What is your favorite element of the Coat of Arms and why? Encourage responses from five (5) to seven (7) members.
- Distribute sheets of paper and a writing utensil to each member.
- Instruct members to draw a personal Coat of Arms using symbols, images, and a motto significant to them. Encourage members to be creative and remind them they can use ideas not in the LCA CoA – and to use their 'Personal Mission Statement' to inform the creation of their motto in a succinct way. Give members 10-15 minutes to create their CoAs.
- Separate members into groups of three (3) to five (5). Give them another 10-15 minutes to share how they decided on creating their CoA.
- Come back to the large group for debrief questions

DEBRIEF QUESTIONS

- How did this activity make you feel?
- What did you learn about each other? Yourself?
 - Where did you experience similarities? Differences?
 - What can be the impact of those similarities/differences for our chapter?
 - Thinking globally, how do we believe our Coat of Arms as a Local Zeta would compare to other chapters?
- How did(n't) the historical context for LCA help you construct your Coat of Arms?
- Are there any symbols on your Coat of Arms that do not align with LCA mission and values as a Global Zeta? At the Local Zeta?
 - How can we use our Coat of Arms to express our perspective(s) to others?
- Why did you pick your motto?
 - How can you apply this motto to your Personal Mission Statement? Vice versa?
- How can we use this activity now that we've finished?
 - How can take the concepts in your Coat of Arms and apply them to your actions? (i.e. Oaths to Action)

Building Leaders Since 1909

Our Mission

Every Man a Man

Our Values

Personal Mission Statement

We Are a Global Zeta

Having members complete and/or review the assets leading into the session separately can help to inform the experiential fraternity education event.

Cross the Line

AUDIENCE

Initiated & Associate Members

PRESENTER

High Kappa & Advisor

DATE / TIME

11.14.2021 / 6pm

LOCATION

Chapter Room

PURPOSE / DESCRIPTION

PURPOSE

Cross the Line is an event that requires members to critically examine their own held beliefs and practices, communicate them externally to our Brothers in a challenge by choice setting, and learn how/why others have different experiences and perspectives.

DESCRIPTION

All members will begin on a clearly denoted center line -- moving to one side or the other as a prompt is provided by the facilitating member (i.e. High Kappa) that does, or does not, apply to them. The facilitating member should ask for 2-3 responses per yes/no prompt, noting that this is a challenge by choice experience and must respect a peer's choice to (not) share.

LEARNING OUTCOMES

MEMBERS WILL ...

- Describe their firmly held beliefs and practices
- Learn how to speak up about what they think is right
- Identify how to have constructive conversations around those beliefs
- Gain insight into different perspectives than their own
- Determine how they can grow their assertive communication skills

NEEDED MATERIALS

- Cleared floor space for full membership to move freely
- Clearly marked line with rope or tape
- Prompts and directions for participants
- Prizes for members responding

EXERCISE DIRECTIONS

Members will be asked to line up on a line of tape placed on the floor, the facilitator denoting which side is agree and disagree prior to reading statements.

The leader of the activity should explain that everyone is encouraged to share their beliefs and perspectives, while noting that it is challenge by choice, and emphasizing the importance of active listening when others are speaking.

The facilitator will read statements to the group, and if the statement applies to a member, the member should take a step across the line of tape on the floor. The statements should be more light-hearted and fun at the start of the activity to encourage participation and should get more serious and subject-focused as the activity continues.

The leader of the activity will read these instructions: "Everyone should gather on the line and face towards me. I will call out statements, and if the statement applies to you, please walk to the other side of the room/line. Once there, turn and face the side you just left. I will then ask a few of you to share why you chose to go to the side of the room you are on. After 2-3 responses, I will continue with a new statement. There are two primary rules to this activity:

- The first involves listening! When one of our Brothers is talking and sharing their perspective, we should respect that and provide them that space as they would provide it for us.
- The second involves sharing! To share throughout this activity is up to the member but is encouraged — with the caveat of what's said here stays here, but what's learned here leaves here.

The goal is that members learn that we must continually find a balance between actively listening, challenge one another, and doing so with tact across different audiences. Lambda Chi Alpha seeks to offer its members a unique experience, and we all must use this to challenge the status quo of fraternity.

This activity is meant to grow the Brotherhood and not cause rifts. If participants want to further discuss what happened in the activity, encourage the members to do so during their own time in a private place.

The below prompts are suggestions that parallel the experiential modules members will have experienced throughout the Ideal Man Program. Adjust these prompts to better apply to current chapter culture, goals, wants, and needs.

CROSS THE LINE PROMPTS

Introductory Prompts:

- I have broken a bone
- I have at least one sibling
- I have travelled outside the country
- I have a tattoo or piercing
- I have skipped class
- I have been on the Dean's List
- I have eaten an entire pizza (by myself!)

Think about the last time you had to be assertive, or thought about speaking up but didn't...

[Ideal Man Parallel: Time to be Assertive]

- When I have a different opinion than another Brother, I feel like I can share that without being disrespected.
- I can share my perspective/experiences with a majority of my Brothers without fear
- I have confidence in my viewpoints and perspectives
- I can confidently express my viewpoints and perspectives to others

During a chapter, exec, or high zeta meeting:

- I easily accept negative feedback
- I easily accept positive feedback
- I find it difficult to have 'tough' conversations

Think about the last time you had to have a difficult conversation... [Ideal Man Parallel: We Need to Talk...]

- I have had a challenging conversation within the past 6 months
- The challenging conversation helped me grow
- I have avoided a conversation because I knew it would be tough
- I had a relationship impacted by avoiding a conversation
- I felt anxious or upset by avoiding a conversation

Think about a time when you had to consider others' opinions or perspectives, whether you know them well, barely, or not at all... (Think group project or inviting others to a philanthropy event) [Ideal Man Parallel: Jump Start Your Engagement]

- I have had the opportunity to work with stakeholders before (i.e. alumni, advisors, campus officials, etc.)
- I have had to 'lead up' and have a tough conversation with an advisor or mentor
- I asked their perspective prior to making a final decision
- Their perspective helped me find a new/different solution

DEBRIEF QUESTIONS

- How did this activity make you feel?
- Was there a particular question that stood out to you? Why?
- What did you observe as you participated in the activity?
 - How did you feel when there were very few of you on one side of the room?
 - Did you find yourself making judgments of yourself? Others?
 - How did the movement of others influence you?
- How can we stay true to our principles while considering other opinions and perspectives?
 - Were the statements hard to answer truthfully? Easy? Somewhere in the middle?
- Why would we complete this activity? Is there one Core Value you feel this reflects more than others?
 - How would you define this value?
- How does this relate to one's 'moral compass'?
 - Why is a strong moral compass important in LCA?
 - How might your moral compass be challenged in LCA?
- Who is someone you know that has demonstrated a great sense of morality?
 - What were the circumstances they were in? How did they act in the face of adversity?
- What does this activity have to do with leadership?
- What might we draw from this exercise that might help us in our daily interactions with other people?
- How can you apply what you learned here to your college experience?

Goal here to take the three assets, how one has experienced difficult conversations in the past, how they can have them better in the future, and hear perspectives that support their development (i.e. stakeholders).

Time to be Assertive

We Need to Talk...

Jump Start Your Engagement

Having members complete and/or review the assets leading into the session separately can help to inform the experiential fraternity education event.

Programmatic Areas

Each section features three templates to plan out workshops, trainings, or educational sessions.

Associate Member Orientation

Associate Member orientation begins with the Associate Member Ceremony and serves as the critical start to a meaningful membership experience. The more we engage our Associate Members intentionally, the more likely they are to stick around and hold positions!

AS A LEADER, THIS IS YOUR TIME TO FOCUS ON ...

- Meeting expectations set during the recruitment process
- Building belonging in the group across classes
- Ensuring that Associate Members understand their rights and responsibilities

Learning Journey One (1) of Ideal Man prepares new members to understand the governance, financial, and educational models of Lambda Chi Alpha so they can effectively fulfill their roles and responsibilities as Brothers and maximize the full benefits of membership. It focuses on the skills of Prioritization, Time Management, Goal-Setting, and Financial Decision Making. Remember, the Ideal Man Program is made to support Local Zeta educational programming — to help to ensure a well-rounded start to active membership.

TOPIC / TITLE OF EVENT

AUDIENCE

DATE / TIME

PRESENTER

LOCATION



PURPOSE / DESCRIPTION

LEARNING OUTCOMES

NEEDED MATERIALS

IDEAL MAN
CONNECTION

DIRECTIONS / DEBRIEFS

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IDEAL MAN
CONNECTION

DIRECTIONS / DEBRIEFS

General / Collaborative Programming

General and collaborative programming should be the bulk of the High Kappa's plan for the term. These educational sessions should engage the entire chapter to maintain a sense belonging. The High Kappa can bring a lot of creativity to this section of the plan. A great approach to building out this area is creativity through collaboration with:

- High Zeta Officers
- Alumni
- University Offices (e.g. Sorority & Fraternity Life, Counseling Center, Study Abroad)
- Office of Administration

Through the Office of Administration, there are collaborative partnerships already established to highlight specialized and requested content through external partnerships.

OneLove Foundation

Creation of healthy relationships develops recognition of behaviors that could lead to relationship abuse, fosters bystander intervention skills and allows members to understand and adhere to policies regarding consent.

FACILITATIONS CURRENTLY OFFERED:

- 10 Signs (of a Healthy Relationship)
- Behind the Post
- Escalation (In-Person)

Jed Foundation

Strengthen members' mental health, substance abuse and suicide prevention programming and systems... skills and support to grow into healthy, thriving adults; and encouraging community awareness, understanding, and action for young adult mental health.

FACILITATIONS CURRENTLY OFFERED:

- You Can Help A Friend

Fraternal Health & Safety Initiative (FHSI)

Improve education to increase knowledge around sexual health, bystander intervention, anti-hazing, and substance use.

FACILITATIONS CURRENTLY OFFERED:

- Taking A Stand (Sexual Misconduct Prevention)
- Real Talk (Alcohol & Substance Use)
- Hazing Prevention & Intervention

The High Zeta and Executive Committee can reach out to their Chapter Coach at the Office of Administration, alongside the Health & Wellness Team, to conduct a chapter culture audit to determine areas that need additional support. Have a low score on Academic Support? The High Kappa, High Sigma, Chapter Coach and/or Health & Wellness Team-Member can collaborate and identify areas of opportunity to create an action plan together.

Chapter leaders need to remember the guiding principles of balance and inclusivity to create a meaningful program of education for its members through including their perspective in creating processes.

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Big Brother Programming

A Big Brother Program matches Associate Members with Initiated Brothers to mentor or guide them through the fraternity experience. These mentorships are primarily designed to assist the on-boarding and social integration of new members. However, the members who serve as Big Brothers will learn how to cultivate meaningful mentor skills as a secondary purpose to the overall program.

The High Kappa should appoint or elect a Big Brother Coordinator to help organize and implement a Big Brother Program at the Local Zeta. This additional leader will enable a member to develop the skills to become a future High Zeta officer while lessening the load for the High Kappa. This position is an opportunity to allow members to take ownership of their experience and increase their sense of belonging.

First, a chapter/associate chapter must define the function of the Big Brother Coordinator to align with the goals of the Fraternity Education & Big Brother Programs. Think about the needs of the program and make the structure to meet them. Ideally, a Big Brother Coordinator is responsible for the following duties:

- Recruitment and training of Big Brothers (Mentorship Training)
- Assignment of Bigs and Littles (Mentorship Assignments)
- Meet & Greet/Bonding Events
- Big and Little Events (Mentorship Activities)
- Resolution Session Training in collaboration with the High Phi
- Program Evaluation
- Ongoing support and check-in with Bigs/Littles

IT MAY NOT BE FEASIBLE FOR A CHAPTER/ASSOCIATE CHAPTER TO MEET ALL OF THESE RESPONSIBILITIES RIGHT AWAY. EVERY LEADER SHOULD ASPIRE TO BUILD THEIR PROGRAMS CLOSER ITS HIGHEST POSSIBILITIES.

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Pre-Initiation

Traditionally, Pre-Initiation is a week of educational and ritualistic programming geared towards preparing the chapter/associate chapter for the Initiation Ritual Exemplification. This period of programming is intended for Initiated and Associate Members to unite before accepting new Brothers into the bond of Lambda Chi Alpha. Pre-Initiation can bring a huge sense of pride for local members, which means it is vital to critically look the events and atmosphere created. The High Kappa and High Phi need to collaborate to ensure a healthy and safe environment by reinforcing the Hazing Prevention Education from Associate Member Onboarding. The four (4) main goals of Pre-Initiation are listed below and programming should be created to meet them:

REDEDICATION

- Refresh and recommit all members to the foundational ideals of the Fraternity. Focus on relating lessons to the Associate Member Ceremony and Creed to build understanding of these ideals.

CELEBRATION

- Rejoice and have fun in the Brotherhood! Create intentional, safe experiences to honor and develop member's relationships.

INSPIRATION

- Pre-Initiation provides the opportunity to energize Collegiate and Associate Members for the Ritual Exemplification. Engage members in experiences that revolve around the work and dedication to get here.

REFLECTION

- Consider the path the chapter and its members have traveled since the last Ritual Exemplification. Encourage everyone to think about and discuss their individual and chapter goals.

Ideal Man uses Pre-Initiation to “bookend” the member experience of Learning Journey One (1) by asking members to write a personal letter exploring motivations and reasons to maintain involvement in the Fraternity in Learning Journeys One (1) and Four (4). Ideal Man also asks Big Brothers/Mentors to have a conversation with their Little Brother/Mentee about their thoughts and feelings during Pre-Initiation.

Also, please refer to section A5 of the appendices in the High Phi Manual for more information on Pre-Initiation Ceremonies.

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Ritual Education & ZAX Sessions

Ritual Education, or ZAX Sessions, is designed to “facilitate discussion and impart knowledge about the Fraternity’s emblems and rituals among its members.” These sessions can cover a variety of topics that invoke profound discussion or create a sense of curiosity to learn more. The High Phi will take responsibility of preparation and implementation of ZAX Sessions throughout an academic term. They should consider themes of the term to engage the Brotherhood in relevant sessions to create a cohesive experience with the High Kappa. Leaders can choose to host open and closed ZAX Sessions to include multiple audiences and subsections of the overall membership. Open ZAX Sessions will not reveal or make references to the Initiation Ritual, only the open ceremonies and symbolism. Closed ZAX Sessions are designed for only Initiated Brothers to explore the Ritual in depth.

Sessions fall into two (2) general categories: Technical & Application.

- Technical ZAX Sessions teach the mechanics of a given ceremony to help participants understand what they just saw. The Technical Session with recent initiates is the most common version of this type of ZAX Session. Since these sessions focus on the practical aspects of ritualism, the High Phi should strive to increase interest in learning more. Please reference section A6.5 of the High Phi Manual for the Technical Session with Recent Initiates.
- Application ZAX Sessions are designed to define and discuss how the lessons and principles of our ceremonies manifest in our day-to-day lives. These may be the most important thing a chapter does to live the Ritual and incorporate into everything a chapter/associate chapter does.
- Please reference section A6. ZAX Sessions in the High Phi Manual to learn more about ZAX Sessions and view activities, workshops, and ideas to grow your program!

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AUDIENCE

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LOCATION



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DIRECTIONS / DEBRIEFS

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IDEAL MAN
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DIRECTIONS / DEBRIEFS

Graduating Member Off-Boarding

Member Off-Boarding is programming designed for members to prepare for life after graduation. Sessions should focus on the skills and challenges of the first six (6) months to a year after graduation. Job searching, financial management, renting apartments, and much more should be considered while planning this section of the plan.

Alumni members and the Career Services department (or equivalent) on campus are fantastic resources to fill in any gaps of knowledge. Chapter leadership should take on a more organizer than educator role. The High Kappa should work alongside the High Rho to ensure the highest quality programming for member off-boarding. Member Off-Boarding is not upperclassmen engagement. Upperclassmen engagement should be in collaborative programming with the High Rho.

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Combined & Simplified Calendar

Now, both of you (Kappa & Phi) will use the following timelines to outline your programming. Remember as you brainstorm:

- Examine areas of chapter operations and morale that can use support
- Incorporate and parallel Ideal Man Programming to lighten your load!

August

September

October

November

December

January

February

March

April

May

June

July



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