



Recruitment Conversations

PREP WEEK WORKSHOP

SET-UP DIRECTIONS:

- Assign small groups (can be bump groups) a topic for the conversation skills activity.
 - Note, small groups can be preassigned in Zoom.

KEY:

To better understand how to read the curriculum, take note of the following notations:

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| X/XX | Denotes the time. The first X is the number of minutes this section takes. The second set of numbers is at the conclusion of this section, how many minutes you are into the session. |
| <i>Italics</i> | <i>Marks curriculum you should tell/ask the participants.</i> |
| Plain text | Indicates instructions for you as the facilitator. |
| Fac Note | Highlights special instructions for the facilitator |
| BR | Indicates that members will be moved to a breakout room. |

INSTRUCTIONS:

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| 10/10 | Welcome & Opening Activity |
| BR | <i>Welcome everyone. We are going to start today in groups of three. You will have five minutes to get-to-know or get caught up with the sisters in your group. When the time is up, you will automatically be back in this room. Any questions?</i> |
| Fac. Note | Randomly assign groups of three to breakout rooms. |
| | <i>I hope you all enjoyed that opportunity to reconnect!</i> <i>One of the most exciting things about Recruitment is that it gives us the opportunity to meet and have conversations with so many new people.</i> <i>We understand that conversations with people you haven't met before may feel a bit different.</i> <i>However, we do believe there are important skills and tips to learn from conversations with your current sisters! For instance, think back to the conversation you just had and consider the following:</i> |
| Fac. Note | <ol style="list-style-type: none"> 1. <i>What made the conversation enjoyable?</i> 2. <i>What did you notice about eye contact, hand gestures, posture?</i> 3. <i>Were there any distractions during the conversation?</i> 4. <i>How were pauses in the conversation handled?</i> |

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| | <p>You do not need to allow time for members to respond. This can be a simple reflection activity.</p> <p><i>Whether you are talking to your best friend, or someone you just met, there are some easy ways to make any conversation enjoyable and welcoming! During this training we are going to go over some of those tips and learn best practices from one another.</i></p> |
| 15/25 | <p>Conversation Skills</p> |
| Fac Note | <p>If desired, the small groups can be the bump groups. Multiple groups can have the same topic. Even if you do not utilize the bump groups as small groups, be sure each group size is not larger than 7-10 members.</p> <p><i>Right now, we are going to take some time to brainstorm strategies for successfully navigating a few crucial conversation skills. We are going to start off by breaking into several smaller groups. Each small group will be assigned a topic. Each group will have 7 minutes to come up with a list of everything our members should know about their assigned topic.</i></p> <p><i>Here are the topics that will be covered:</i></p> <ul style="list-style-type: none"> • <i>Starting Conversations</i> • <i>How to Engage in Active Listening</i> • <i>Examples of Open-Ended Questions</i> • <i>Importance of Body Language</i> • <i>General Conversation Tips, Tricks & Pointers</i> • <i>Closing the Conversation</i> <p><i>After the time has concluded, we will ask that one person from each group put their top three ideas in the chat box for everyone else to see! Be sure to also add which topic your group was assigned.</i></p> |
| BR | <p>Facilitator should send members to breakout rooms for 7 minutes. When the large group reconvenes, remind one person from each group to share their topic and top three takeaways in the chat box.</p> |
| Fac Note | <p>The facilitator, or another member of EVC, should be verbally summarizing the takeaways in real time as they are submitted to the chat box.</p> <p>You may also compile all ideas, by topic, into a reference page for future use.</p> <p><i>Thank you all for the wonderful ideas and tips coming in through the chat box! Can I get a few people to share out one takeaway/tip in the chat box that is resonating with them?</i></p> <p>Allow time for a few members to respond.</p> <p><i>I hope you all are now feeling a little bit more prepared and equipped with a few additional conversation skills and best practices!</i></p> |
| 15/40 | <p>Sharing the Delta Gamma Experience</p> |

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| BR | <p><i>I hope you all are now feeling a little bit more prepared and equipped with a few additional conversation skills and best practices! Now that we have the basics down, the next item we are going to spend some time taking about is how to sell the Delta Gamma experience during Recruitment. We of course know how special our sisterhood is, but at times articulating that in a way that makes sense to people who have not experienced it can be difficult.</i></p> <p><i>For the next minute, I want everyone to silently reflect on what they would say, in 30 seconds or less, to sell me on joining Delta Gamma.</i></p> <p>Allow members 30 seconds to think to themselves.</p> <p><i>You will now be randomly assigned to breakout rooms. In this room I want you each of you to share what you reflected on. Give your best pitch to sell your group members on joining Delta Gamma.</i></p> <p><i>When it is your turn to listen, listen through the lens of a potential new member. Would this person's sentiments stand out? Do they feel authentic? Based on their story, what do you perceive the values of Delta Gamma to be? After each person in your group has shared, talk as a group about what stood out to you. What do you think is important when trying to sell the Delta Gamma experience?</i></p> <p>Randomly assign members to breakout rooms for 7 minutes. When the large group reconvenes, ask the following questions:</p> <ul style="list-style-type: none"> • <i>What qualities did the most compelling answers?</i> • <i>What kinds of answers stood out from what a pnm might hear throughout the recruitment process?</i> • <i>What do you think is important to keep in mind when trying to sell the Delta Gamma experience?</i> |
| 5/45 | Closing |
| | <p><i>Thank you all for sharing your recruitment conversation expertise with us here today! We know it can be difficult to make genuine connections with strangers, and even more difficult to do that through a virtual platform. We hope you leave here today feeling more confident in the abilities we know you have.</i></p> <p><i>Before we leave, is there anything anyone would like to add about recruitment conversations that was has not be addressed?</i></p> <p>Prior to dismissing members, provide details on the next event in the prep week schedule.</p> |