

## Recruitment Preparation Workshop (RPW) 5

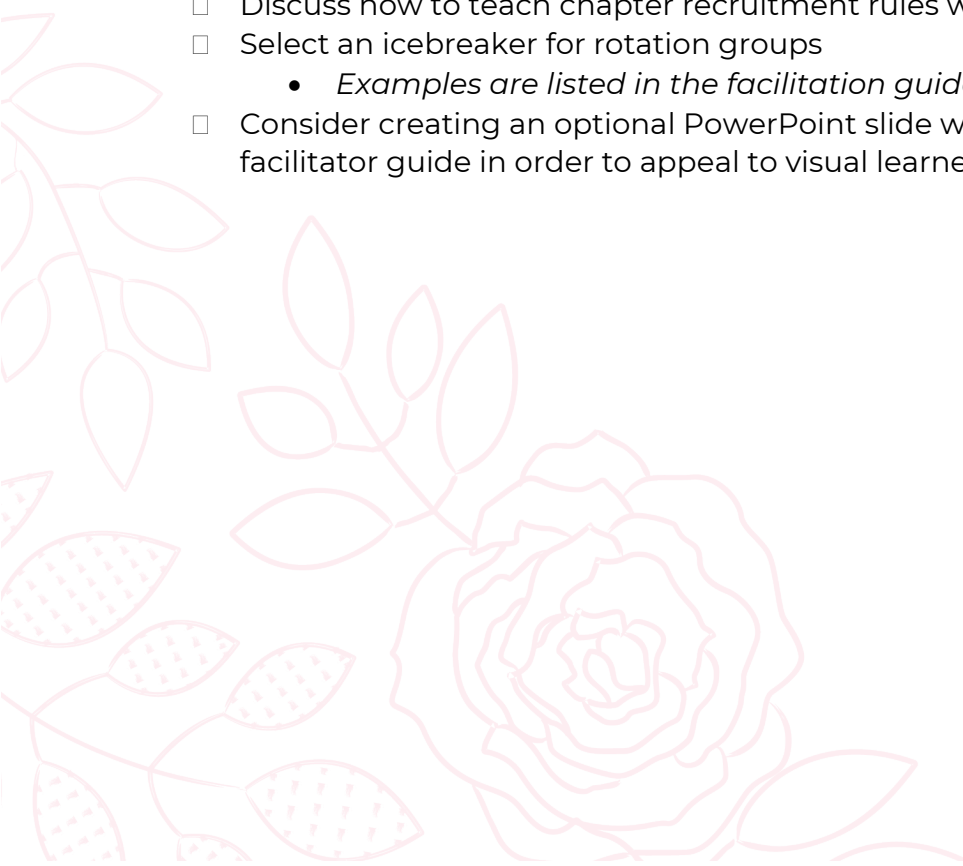
### LOGISTICS 1

*This workshop is designed to educate members on recruitment rules and develop confidence in rotations.*

The vp: membership and director of primary recruitment are responsible for the facilitation of this workshop. This workshop requires members to practice their rotations. It is recommended to host this workshop out of where your chapter recruits. If your chapter recruits in a university rented space, be sure to reserve your room early. For this workshop, it is important to have a rotation group draft for whichever round you are working on. This workshop is recommended to be facilitated after the Storytelling workshop as members should be encouraged to practice these storytelling skills during the rotation practice.

Review this checklist at least **one week** before your workshop.

- ☐ Review the facilitation guide for the Logistics 1 workshop
- ☐ Reserve recruitment space (if needed)
- ☐ Create rotations groups
  - *The director of continuous recruitment and retention should oversee the creation of these with the assistance of EVC*
- ☐ Review all recruitment rules
- ☐ Discuss how to teach chapter recruitment rules with your RCRS/CRC/NCRC
- ☐ Select an icebreaker for rotation groups
  - *Examples are listed in the facilitation guide*
- ☐ Consider creating an optional PowerPoint slide with the information in the facilitator guide in order to appeal to visual learners



## LOGISTICS 1

### Learning Outcomes:

- Chapter members will understand the purpose and function of rotation groups
- Chapter members will understand how to abide by all recruitment rules

### To do prior to workshop:

- Create rotation groups
- Decide which type of rotation system the chapter will use and needs to learn
- Discuss plans for teaching the chapter about recruitment rules with your RCRS/CRC/NCRC
- Review the "Review the Recruitment Rules" section and prepare any needed materials

1/1	<p><b>Introduction</b></p> <p><i>Welcome to RPW 5! This RPW is our first of 2 that are focused simply on the logistics of recruitment. Remember, that so far in RPWs, we have learned about how to tell the story of Delta Gamma, about our brand as a chapter and about the strategy behind recruitment. The logistics we learn in the next two RPWs include the ways in which we will utilize what we have learned to find the next members of our chapter.</i></p> <p><i>In this session, we are going to practice rotation and get to know our rotation groups, review the recruitment rules and also talk about the purpose and function of EVC.</i></p> <p><i>Let's get started!</i></p>
15/16	<p><b>Rotation Group Introduction</b></p> <p>Have all chapter members organize into their rotation groups. If rotation groups have not been created, you can use your DG Dialogues groups.</p> <p><i>It is important that you have the opportunity to get to know all the members in your rotation group. As you get to know each other, your trust in each other will strengthen and you will be able to more easily work together during recruitment to recruitment the best women for Delta Gamma. We are going to start with an icebreaker activity!</i></p>



	<p>Note: feel free to choose your own icebreaker activity here, if there is one that you know your chapter members will enjoy. Below are a couple of ideas.</p> <ul style="list-style-type: none"><li>- Idea 1: Have each member finish this sentence three times and then share her answers with the group: "If you really knew me, you would know..."</li><li>- Idea 2: Have the group find 5 unique things they all have in common related to their collegiate experience</li><li>- Idea 3: Have each member respond to the prompt "I could talk all day about _____" to define their passions and interests that could be utilized during recruitment conversation.</li></ul> <p>Include your selection/plans here:</p>
45/61	<p><b>Rotation Group Practice</b></p> <p>Use these 30 minutes to give the chapter realistic practice with rotation and bumping.</p> <p>Purpose of rotation:</p> <ul style="list-style-type: none"><li>- <i>Remember that the purpose of rotation during recruitment is two-fold. First, it gives each PNM the opportunity to meet as many Delta Gamma's as possible. Similarly, it gives us the opportunity to have as many Delta Gamma's meet each PNM as possible. It helps the PNM to know if she sees herself as a DG, and it gives us the chance to understand if each PNMs values align with Article II. For the next 30 minutes, we are going to practice bumping.</i></li><li>- <i>Let's look at an example of how bumping works for us.</i></li></ul> <p>Spend the next 10 minutes utilizing one rotation group to explain how the rotation system works. Call one group to the front of the room and utilize them in a real time scenario to show the operation of the rotation system. While these members are acting out the rotation system.</p>



After that demonstration, show an electronic explanation of your rotation system on a PowerPoint slide or handout for each member. Seeing it in this way may be helpful to some.

Here are some ideas for full practice of the rotation system:

- Split the chapter into two groups, keeping all rotation groups together. One half of the chapter will act as PNMs and the other half will be the recruiters.
- Consider your options to indicate when the initial member should begin bumping and when the last member bumped out should begin the next round of bumps
  - Some examples may be having EVC members give a predetermined signal, using a stopwatch, having members linger in-between bumps, etc.
- Incorporate common recruitment mishaps into rotation group practice, including:
  - What happens when a PNM is missing in the line
  - What happens when PNMs are mixed up in line and chapter members end up with a different PNM than expected
  - Other campus-specific scenarios

Best practices to consider:

- It is recommended that during this rotation practice, members discuss conversation topics that may be relevant during specific rounds.
- It is recommended to practice entering and exiting as you will during recruitment.
- If possible, have your chapter practice this part of the RPW in the facility the chapter recruits in.

Include your selection/plans here:



30/90	<b>Review of Recruitment Rules</b>
	<p>Use these 30 minutes to give chapter members an overview of the recruitment rules for Delta Gamma and your campus Panhellenic. Prior to this workshop, talk with your RCRS/CRC/NCRC about which rules should be given special consideration with chapter members, according to past infractions or trends. Make an effort to describe the “why” behind each recruitment rule. Be sure to highlight how excuses work for recruitment. These can be found in your chapter’s bylaws. Additionally, you can use this time to share your recruitment outfit plans for members. Should you need it, outfit checks can be hosted the following RPW.</p> <p>Ideas for this review include (choose two!):</p> <ul style="list-style-type: none"><li>- Create a PowerPoint to display each rule as it is covered</li><li>- Create a fill-in-the-blank recruitment rules document that rotation groups can complete before the review</li><li>- Create a presentation that asks if the presented recruitment rules are “facts” or “myths.”</li><li>- Give each rotation group a copy of the recruitment rules and ask them to brainstorm why each rule is in place</li><li>- Create a Kahoot! Quiz</li><li>- Plan an interactive game (ie: Family Feud)</li></ul> <p>Include your selection/plans here:</p>