



## Leadership Development Advisor Orientation

### **Position Impact**

As Beta Theta Pi's standards increase, so does its need for talented and involved individuals to provide support at the local level. The leadership development advisor (LDA) enters into a collaborative relationship with the chapter's leadership development chair; providing guidance aimed at ensuring the chapter is continually promoting leadership in the chapter through campus engagement and potential leader identification/cultivation.

### **Qualifications of a leadership development advisor**

- Fully embraces the Mission and Vision of Beta Theta Pi (*does not have to be initiated into Beta Theta Pi*)
- Demonstrates a desire to continue learning how to support the organizational direction
- Demonstrates an ability to convey Beta Theta Pi's lofty purpose as an organization to others
- Demonstrates an ability to provide mentoring and coaching to undergraduate leadership
- Understands the importance of continually identifying and cultivating potential chapter leadership
- Serve a two-year term (renewable on annual basis thereafter)

### **Primary Constituencies**

It is necessary to build strong relationships with the following individuals in order to challenge the status quo and implement effective improvement strategies toward positive leadership development.

- All appointed advisory team members
- Chapter membership (leadership development chair and other elected leadership, in particular)
- District chief / assistant district chief
- Chapter leadership consultant

### **Benefits and Return on Personal Investment**

Beta Theta Pi is a not for profit organization. Resources are limited and are always utilized with the membership's experience in mind. However, Beta Theta Pi relies heavily on volunteer leadership to advance its purpose and volunteers realize compensation in many intangible ways.

- Practical leadership experience
  - Responsibility for assessing organizational culture and developing change initiatives
  - Responsibility for motivating and organizing volunteers to impact the development of young men
- Personal development
  - Development of personal relationships through the mentoring and coaching process
  - Service-learning is an inseparable part of volunteering for Beta Theta Pi
  - Available training programs involve a high level of self-discovery and values training / discussions
- Professional development
  - Networking with alumni and community members as an official representative
  - Professional training programs focused on developing the tangible, operational volunteer skill-set

*Exemplary Leadership in action.  
Understand the Vision, Believe the Mission and Act with integrity.*

**Commitment Required**

The leadership development advisor can expect to spend between 5 and 8 hours a month working with key constituencies. The following operational elements should be expected regularly.

- Maintain weekly contact with the leadership development chair to provide counsel on his leadership abilities
- Work consistently with the leadership development chair to improve the chapter's development of up and coming leaders.
- Maintain communication with the chapter counselor and district chief (as each determine necessary)
- Attend at least one chapter meeting per month
- Attend the chapter's goal setting and/or officer transition retreat
- Attend quarterly advisory team meetings (scheduled by the chapter counselor)
- Attend the *Keystone Regional Leadership Conference* annually
- Maintain awareness of chapter wide priorities

**Indicators of Success**

Since the leadership development chair ensures the continued mentoring and cultivation of future leadership within the chapter, as well as continued commitment to member engagement in an outside campus organization, the following can be used as indicators of success:

- The leadership development chair demonstrates knowledge of his responsibilities and an ability to effectively lead.
- The leadership development chair demonstrates an ability to plan effective goal setting and effective officer transition retreats amongst the chapter's leadership.
- Potential, new leaders in the chapter are identified and educated on the opportunities to become involved within the chapter.
- Chapter membership annually participates in Beta Theta Pi leadership development opportunities.
- 100% of the chapter membership is involved in at least one campus organization outside of the fraternity.

**Necessary chapter leadership development policies and protocols**

Each chapter of Beta Theta Pi demonstrates different strengths and weaknesses operationally. The list below will help provide a framework for where improvements can be made. In general, instituting the following items will help ensure leadership cultivation & development.

- Proactive approach to ensuring that 100% of the chapter is involved in one organization outside of the fraternity.
- Incorporation of a chapter-wide goal setting retreat and officer's transition retreat to ensure organizational effectiveness within the chapter's leadership
- Identification of up and coming leaders within the chapter to educate them on leadership opportunities within the organization.

*\*Tip: Take time to understand the culture of the advisory team and of the chapter. It is necessary to understand that relationships are key when influencing change. Challenge should always be balanced with support and it is important to understand the reality of what can be accomplished in a given time frame. Some items are urgent and important; others are important but not urgent. Prioritize accordingly.*

**GETTING STARTED**

1. Review this orientation with the district chief or leadership consultant and ask questions as necessary.
2. Establish a clear communication plan with the chapter counselor.
3. Become familiar with the resources available to all advisors on <http://www.betathetapi.org/resources/volunteer-resources>.
4. Become familiar with the various leadership development opportunities offered by the General Fraternity.
5. Meet with the leadership development chair to assess awareness of his responsibilities.
6. Attend the next quarterly advisory meeting.

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