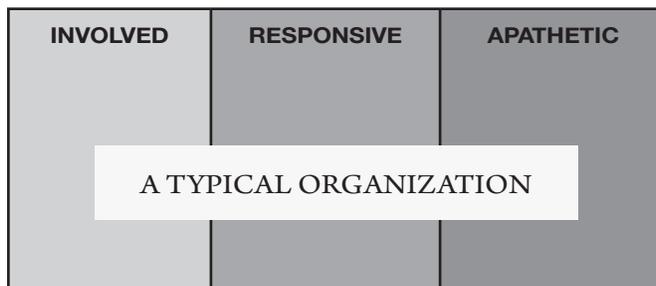


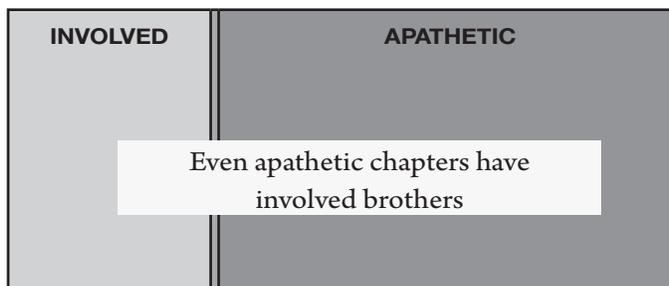
Maintaining a Positive Chapter Culture

The Rule of Thirds

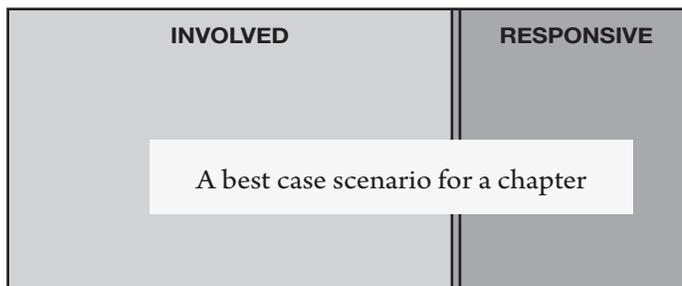
To create and maintain a positive culture within an organization, it is first important for proper expectations to be set. Expecting 100 percent success in every aspect of chapter operations for long periods of time will only lead to disappointment for your Executive Committee.



In most organizations, you can expect approximately 1/3 of the group to be engaged in the cause and the goals of the team. Conversely, you can expect approximately 1/3 of the group to be somewhat disengaged with some of the ambitions of the team. An effective leader can create a culture that allows the top 1/3 to influence the middle 1/3.



Still, in a best case scenario for an organization, when the responsive brothers have been influenced by the involved brothers, there will still be a population that is not completely on board. That's okay... you're still doing a great job. It's just the Rule of Thirds.



The Quaestor's Role in Promoting Brotherhood

Brotherhood = Friendship + Accountability

Sigma Chi is simpler than people think. We are essentially an organization that actively recruits men who display good character, scholastic ability, congeniality, ambition, morality, honor and personal responsibility in their daily lives, and we create a support system where these men can help each other strive for a set of proven common ideals throughout life.

It's pretty simple stuff.

- 1) Recruit guys who seem to practice Sigma Chi values.
- 2) Turn this group of friends into a brotherhood by creating a system of accountability.
- 3) Help these brothers sustain this support system throughout life.

So, what's the Quaestor's role in all of this? He is the "Chief Accountability Officer" of the chapter. Without accountability, there is no brotherhood. However, when a support system is created within an organization, it can be an extremely encouraging dynamic.

Positive Accountability Example

One example of a program that fosters positive accountability comes from the Gamma Upsilon chapter at Mississippi State. Dues are expected to be paid during the beginning of each month, but they are not considered to be late until later in the month. However, a lottery was created to encourage brothers to pay their dues within the first few days of the month. Basically, all of the brothers who pay their dues at the beginning of the month are entered into a drawing. The winner of the monthly drawing is awarded with a dues discount during the following month.

This is a wonderful example of rewarding good behavior without making negative reinforcement a focus of the chapter. If you knew you could receive 20 percent more income at the beginning of each month by investing \$100 in a monthly reward, would you do it? Absolutely!

Quaestor Case Study #1

One of your brothers to be is having a difficult time trying to keep up with the payment of his dues. He is working 10-15 hours a week to try to make ends meet, but his grades are falling as a result. He is in the second semester of his freshman year and he is only 20% behind on his payments, but he is extremely fearful that he will be dropped from the brother to be program due to this problem. His uncle is a Sigma Chi and he is a very promising future Sigma Chi...what should everybody do?

STAKEHOLDER	PERSPECTIVES, THOUGHTS, & ACTIONS
Quaestor	
Pledge Brother in Question	
Magister	
Pledge Class	
Fiance Committee	
Chapter Advisor	
Pledge Brother's Employer	
Uncle	
Pledge Brother's Parents	
Active Chapter	
Executive Committee	
Next Year's Quaestor	

Quaestor Case Study #2

There is a faction of seniors and recent alumni that has shown no involvement in the chapter beyond its social events. At any one time, the group consists of approximately 20 percent of your active membership. These brothers are great to party with, and they have a lot of pride in the chapter, but they don't really seem to understand what Sigma Chi is all about. Most of them are behind on their payments, partially because the former Quaestor was one of them, and now you are inheriting a significant chapter debt to vendors and creditors as you take over. How can you work to solve this perpetual chapter problem? How long will it take?

STAKEHOLDER	PERSPECTIVES, THOUGHTS, & ACTIONS
Quaestor	
Faction of Irresponsible brothers	
Executive Committee	
Pledge Class	
Alumni	
Future Pledge Brother's	
Vendors/Creditors	
Sigma Chi HQ	
Sorority girls to Party with Brothers	
Chapter Advisor	
Parents of Irresponsible brothers	
Next Year's Quaestor	