

Operation Delta | Momentum 2020



Mission Plan

Delta Assessment

PATH-GOAL LEADERSHIP:

Path-Goal leadership is about how the leader helps the followers see that they can meet a goal or accomplish a task. The main points are defining a goal, clarify the path, remove obstacles, and provide support. There is a relationship between the leader style and the follower characteristics. The leader helps the followers see their strengths and skills to meet the goal. There is an expectation of success. The four styles utilized with path-goal leadership are Directive: initiating a structure and more of a telling approach; Supportive: a friendlier approach that minimized the hierarchy, a coach; Participative: inviting the followers in the process and decision making; and finally, Achievement-Oriented: the leader nudges the followers to accomplish more, helping the followers push to their next level. From a strength and experiential approach, the Path-Goal approach encourages the leader's personal self-awareness. This includes a higher understanding around how to interact with followers. All of the leadership styles are found below.

Directive – a directive leader likes to set standards of performance and make the rules and regulations clear to the members of the group. Delegating may seem more like telling others about procedures or rules. The most common score is 23, those above 28 are considered high, and scores at 18 or below are considered low. The scores are to inform you of your actions. They are not meant to label you.

Supportive – a supportive leader likes to make the members of their group feel like part of the team. They treat all members of the group as equals and gives them respect for their positions. The most common score is 28, those above 33 are considered high, and scores at 23 or below are considered low. The scores are to inform you of your actions. They are not meant to label you.

Participative – a participative leader likes to share the decision-making process with all in the group. This leader will solicit ideas and opinions from the other members. The most common score is 21, those above 26 are considered high, and scores at 16 or below are considered low. The scores are to inform you of your actions. They are not meant to label you.

Achievement-Oriented – an achievement-oriented establishes high standards and are constantly aiming for continuous improvement. They tend to expect a lot from themselves and followers, but show a high degree of confidence. The most common score is 19, those above 24 are considered high, and scores at 14 or below are considered low. The scores are to inform you of your actions. They are not meant to label you.

Operation Briefing

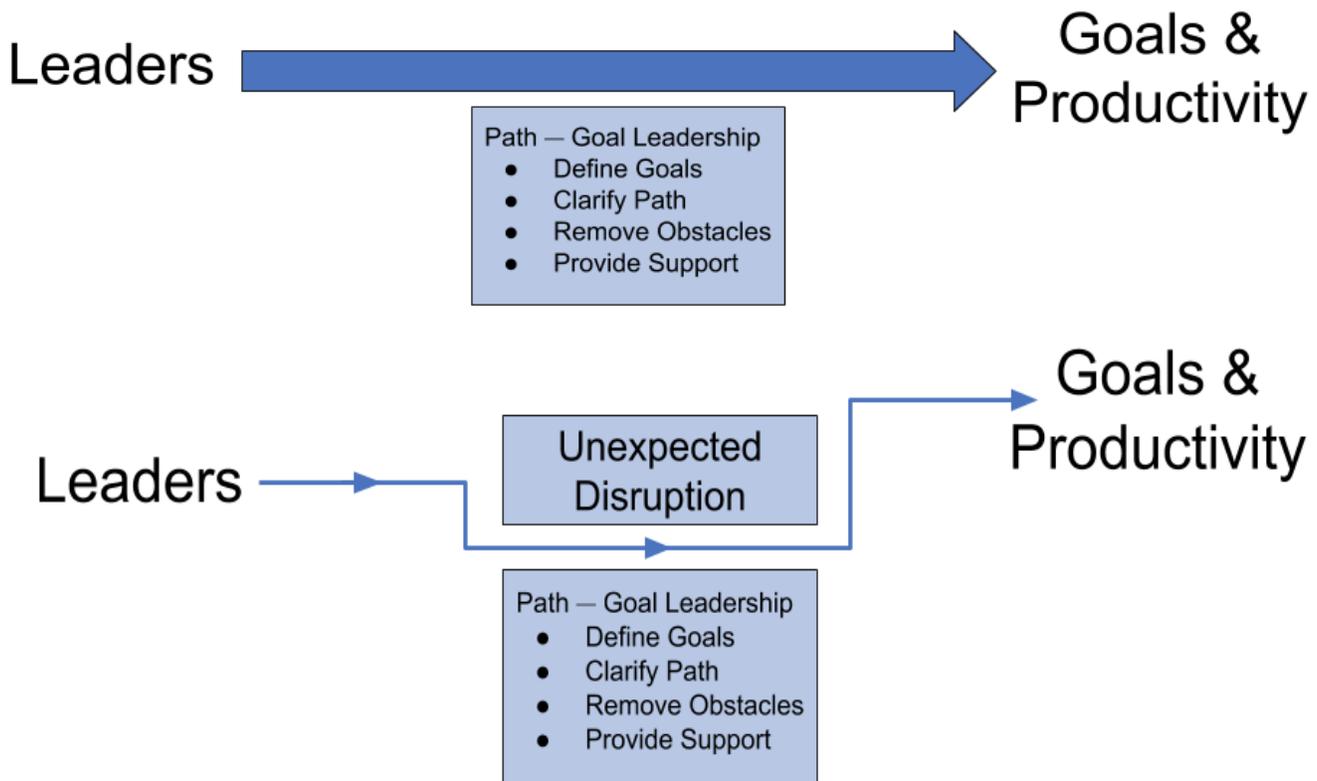
What is a leader?

(Your 5-word definition)

The Delta Definition:

Leadership is
motivating others to accomplish goals.

Mission One



Laws of Performance

1. Performance Reflects Past
2. Words Matter
3. Seeing is believing

Leaders perform when they adapt to situations as they arise, using the challenge to empower others to drive the attainment of a long-term vision.

YOU!

Have you ever challenged someone?

Inspired?

Encouraged?



Mission Two

Change

Small changes in your Lodge/Chapter

How long did it take you to notice the change?

Discouraged?

How did you push forward?

Process of Change

Layout the Groundwork

Recognize and raise awareness to the need for change
Identify key stakeholders
Begin building your team
Define your vision

Communicating a shared vision

Engage Key stakeholder
Captivate hearts and minds

Enabling Others

Use your team to drive change
Pursue measured, incremental progress
Focus on positive reinforcement

Continue to Act

Emphasize continual progress
Ensure that plans are followed through
Plan for future action

Mission Three

Change:

End

UNFREEZE

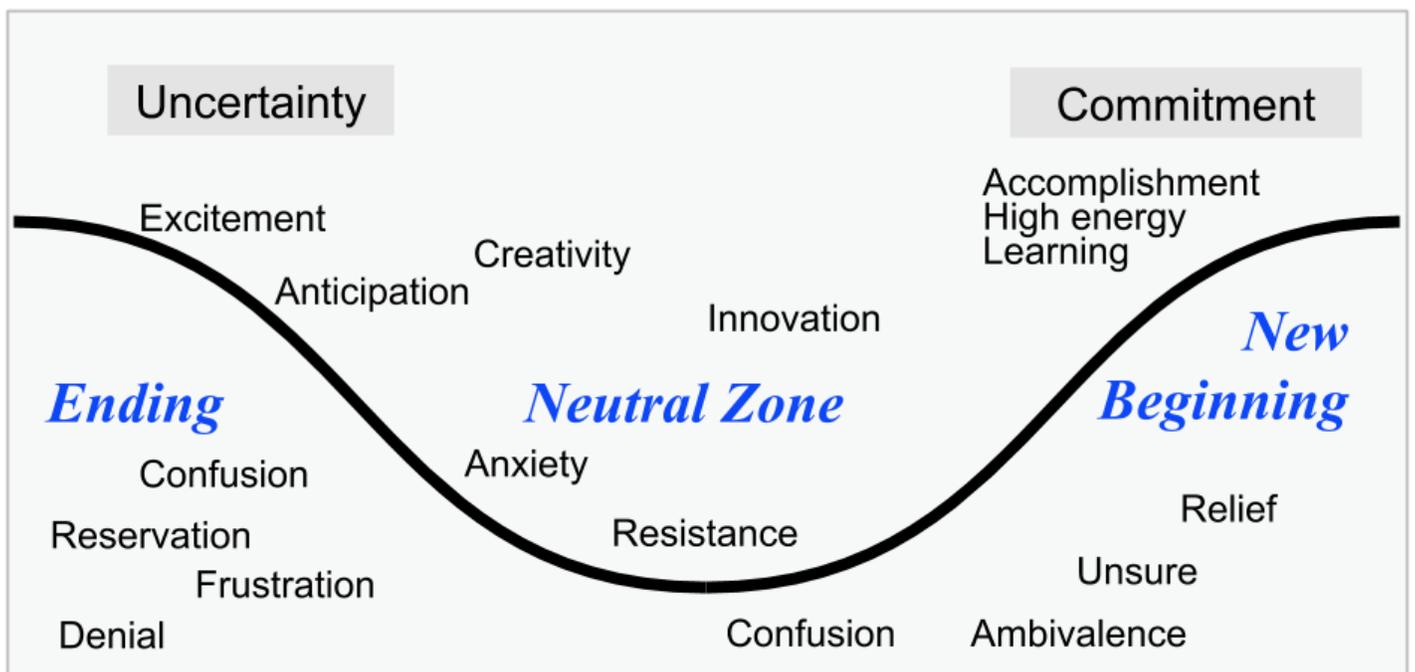
Neutral

CHANGE

Start

REFREEZE

Managing Change: New Beginning Phase

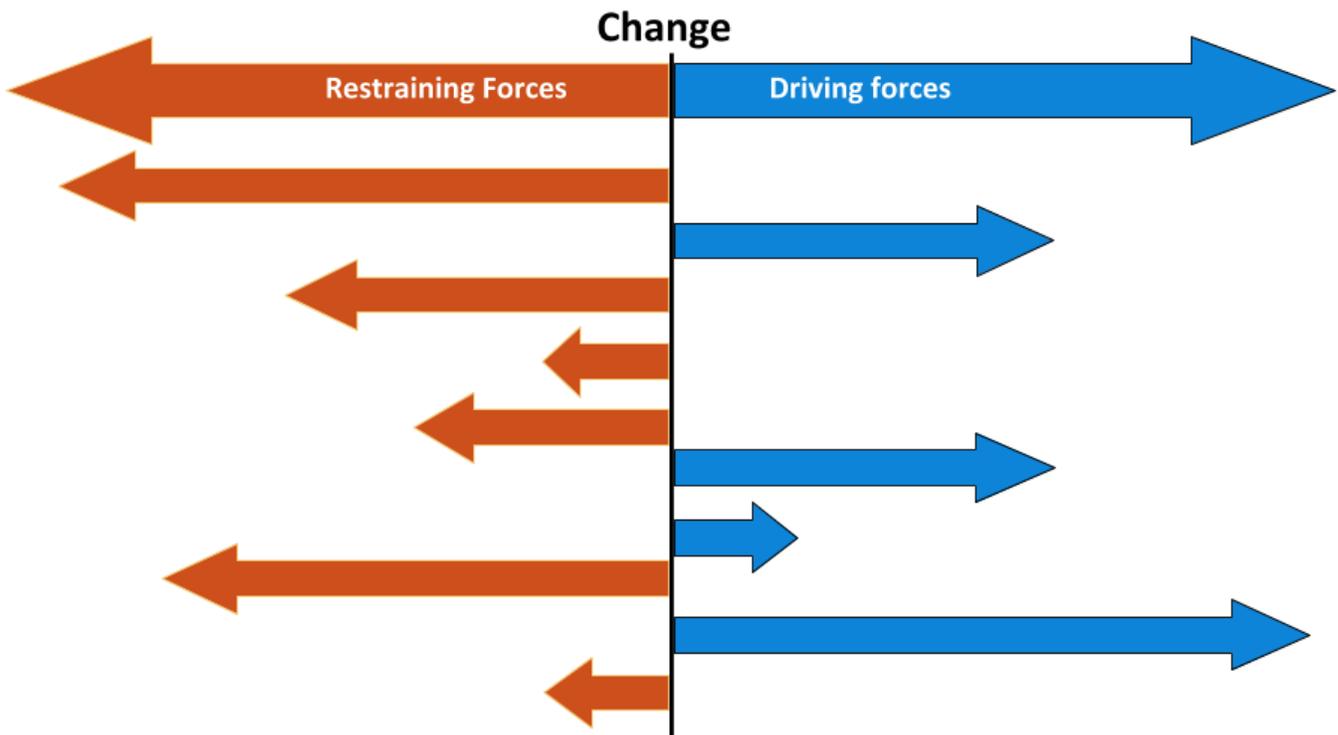


Neutral Zone

What is the neutral zone?

You know that feeling after you finish a big test? The relief is there - it's done - but there's a feeling of a loss. You feel like you should be studying, but you don't need to because the test is over. A feeling of confusion...loss...not sure how to proceed...

That's the NEUTRAL ZONE



Operation Debrief

Notes to Take Home

MISSION CONTROL (2020):

National Chief - Zach Schonfeld
National Vice-Chief - Noah Smith
Central Region Chief - Patrick McInerney
Northeast Region Chief - Connor Power
Southern Region Chief - Seth Greiling
Western Region Chief - Gavin Cho

Delta Youth Coordinator - Brody Humphries
Delta Program Lead - Matthew Tweden
Delta Lead Adviser - Jason Riley
Delta Program Adviser - Samuel J. Aronson
Delta Program Adviser - Rich Whitney, PhD

ARE YOU READY FOR YOUR
MISSION?