

Not Only for Myself: Tools for Leading *Elective 1: Supervisors*

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SUMMARY:	This session explores tools for supervising individuals, teams, and tasks, and dives deep into what makes a perfect meeting.
ABC GOALS:	<p>Affective: Participants will feel...</p> <ul style="list-style-type: none"> Prepared to grow into new leadership roles <p>Behavior: Participants will be able to...</p> <ul style="list-style-type: none"> Plan a great meeting Ask powerful questions <p>Cognitive: Participants will know...</p> <ul style="list-style-type: none"> The importance of preparation, transparency, and authenticity in leadership How to articulate their personal goals for this summer
AUDIENCE:	Cornerstone Supervisors
TIMING:	60 min
APPENDICES:	N/A
MATERIALS NEEDED:	Paper and pens (enough for groups of 4 or 5 to each have one) Flip chart paper or butcher paper on wall or easel to capture ideas (with markers – 3-4 different colors)
SET-UP DETAILS:	Room with space for participants to sit comfortably, discuss, and sometimes write

SESSION TIMELINE

- 00:00-00:12 – Welcome & Get To Know You
- 00:12-00:17 – Leadership Activities
- 00:17-00:30 – Goal Setting
- 00:30-00:35 – Asking Good Questions
- 00:35-00:42 – Transparency & Authenticity: Share Your Goals
- 00:42-00:47 – Looking Back
- 00:47-00:59 – The Perfect Meeting

SESSION OUTLINE:

00:00-00:12 – Welcome & 4:1 Activity

Session leaders will introduce themselves and the topic of the session and lead the group in a round of introductions.

Leaders will split participants into groups of 4 (or 5 if needed) and invite each group to find (and write down) 1) one interesting (not basic like “we all work at camp”!) commonality of the group and 2) one fact that is unique to each person in the group. Leaders will have pen and paper ready for the groups, and will be clear that they have 8 minutes to do the activity.

Regroup: leaders will invite one group to share their commonality and one group to share their unique traits.

00:12-00:17 – Idea Generation

A good leader keeps the context in mind, and connects experiences to personal motives, remembering to take a step back to see the big picture when needed.

Session leaders will ask participants to take a moment to think about what leadership activities they will be asked to do this summer and what their roles will be. Leaders will capture responses on flip chart or butcher paper.

(Possible responses might include: support the counselors, share information about upcoming events, handle logistics, assign tasks, handle unexpected issues, give feedback, have hard conversations with or about camper, manage a big event. Roles might include: supervisor, coach, support human. If these kinds of answers aren’t coming, leaders might ask, “what will you have to do on an average day? What will you have to do in your role as a leader?”

00:17–00:30 – Goal Setting

Great leaders set goals for their own work and growth and help those on their team set and achieve goals. Session leaders will share the “A, B, C Goals” tool with participants to help them to understand setting goals with affective, behavioral, and cognitive approaches. Each person will generate their own A, B, C goals for their work this summer.

00:30-00:35 – Asking Good Questions

Curiosity is an essential tool in a leader’s toolkit. In the busyness of camp, it’s easy to lean into yes/no questions or even no questions at all, but getting curious helps leaders to learn, get new perspectives, imagine, etc. Session leaders will present the difference between closed questions and open ones and facilitate a question storm to generate a shared bank of excellent questions for leaders.

00:35-00:42 – Transparency & Authenticity: Share Your Goals

In pairs, supervisors will share their personal ABC goals *and* practice asking (and answering) powerful questions to demonstrate transparency & authenticity.

00:42-00:47 – Looking Back

Leaders will make explicit the arc of this session, name the components, and identify the tools that were introduced, modeled, and then practiced.

00:47-00:59 – The Perfect Meeting



CORNERSTONE 2022 RESOURCE

Leaders will invite participants to look back on the 4:1 activity and then facilitate a dialogue about why this activity could be called a “perfect meeting”. Answers include:

1. Time frame and goals were clearly articulated and understood by everyone
2. Leaders were prepared with material needs
3. Every person needed to participate in order for it to be successful
4. Participants needed to listen to one another in order for it to be successful
5. Low barrier to entry, no prep needed on part of participants
6. Element of fun, engages person as human

BRINGING IT TO YOUR CAMP:

N/A