

POLICIES

Yearbook Updates

Review of Membership Requirements

Review of Standing Rules

PROCESSES

Results-Focused Inviting Strategies
Networking – Face to face and technology
Multiple membership initiatives
Cooperative/Collaborative Interactions
Evaluative Opportunities through needs assessment

DKG INVITATIONAL LEADERSHIP

PEOPLE

Trusting
Inclusive
Respectful
Optimistic
Accessible
Courteous
Intentional
Caring

Presented by: **Diana Brown**
Gamma Delta Chapter
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PLACES

Functional
Attractive
Clean
Efficient
Aesthetic
Personal
Warm
Inviting

PROGRAMS

Balance –
Personal/Professional

Motivational for membership ages

Retired vs. actively working

Based upon needs assessment of members

Connected to Chapter Committees and aligned with Mu State and DKG International



Books starve from lack
of reading.
Pianos starve from lack
of playing.
Houses starve from lack
of living.
Children starve from lack
of loving.
Organizations starve from lack
of inviting.

Taken from William Purkey



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**What is worth fighting
for is not to allow our
organizations to be
negative by default, but
to make them positive
by design.**

(Working Together For Your School
-Fullan and Hargreaves)



Invitational Leadership
Basic Principles

- 1) People are able, valuable, and responsible and should be treated accordingly;
- 2) DKG leadership should provide cooperative and inviting opportunities for membership;
- 3) People possess relatively untapped potential in all areas of human development;
- 4) This potential can best be realized by places, policies, programs, and processes that are specifically designed to invite development and by people who are personally and professionally inviting to themselves and others.

Taken from: Inviting School Success. Purkey and Novak

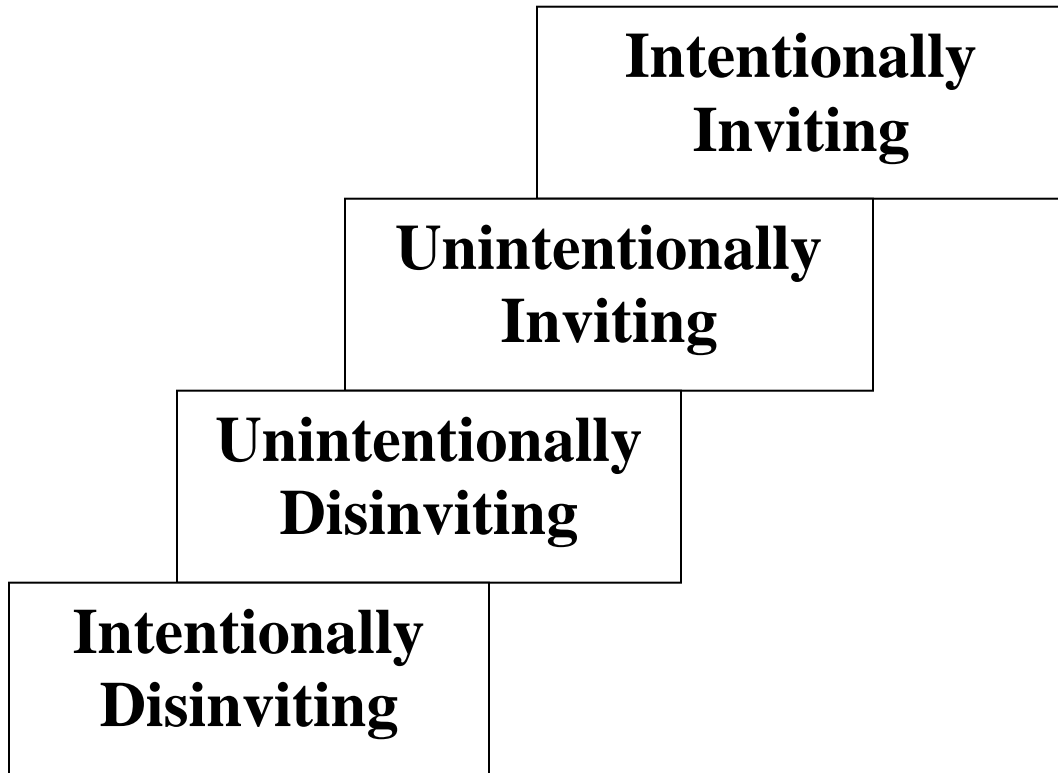
4 Assumptions of Invitational Philosophy

Trust

Respect

Optimism

Intentionality



LEVELS OF FUNCTIONING

Reference: International Alliance For Invitational Education
<http://www.invitationaleducation.net/>



INCREASING YOUR INVITATIONAL QUOTIENT

Since we are what we do,
if we want to change what we are,
we must begin by changing what we do;
we must undertake a new mode of action.

*-A. Wheelis
How People Change (1973)*

BEING PERSONALLY INVITING WITH ONE'S SELF

BEING PERSONALLY INVITING WITH OTHERS

BEING PROFESSIONALLY INVITING WITH ONE'S SELF

BEING PROFESSIONALLY INVITING WITH OTHERS

Reference: International Alliance For Invitational Education
<http://www.invitationaleducation.net/>

How's Your Personal Invitational Leadership Health?
When was the last time you:

SCORE

- | | | |
|--------------------|---|-------|
| 1. | Shared ten minutes with a child and talked about a common interest? | _____ |
| 2. | Spent a half hour listening intently to someone different from yourself in age, culture, social class, philosophy, or other major factor? | _____ |
| 3. | Renewed your spirit through religion, the humanities or art appreciation, personal meditation, etc. | _____ |
| 4. | Helped someone who is less fortunate (in your opinion) than you? | _____ |
| 5. | Took a walk in the park or woods with someone you love? | _____ |
| 6. | Shared your concern for humanity? | _____ |
| 7. | Watched the sun rise or set while at a lake, in the mountains, in the woods, or at home, or wherever you might be? | _____ |
| 8. | Read inspirational materials? | _____ |
| 9. | Spent 15-20 minutes reflecting on your life's purpose? | _____ |
| 10. | Attended an art exhibition, a theater or dance performance or a concert of high spiritual quality? | _____ |
| TOTAL SCORE | | _____ |

Scoring: Give yourself 6 points for each activity that you did yesterday or today, 5 points for each done in the last week, 4 for each done in the last month, and 3 for each done in the last year.

Analysis: After totaling your score, take a look at the general guidelines for interpreting results below.

Score	Interpretation
40-60	You are enjoying all the benefits of a spiritually rich life.
30-39	You emphasize spiritual values in your life.
20-29	Spiritual concerns are part of your life, but you may want to spend more time concentrating on them.
0-19	Your spiritual life is underdeveloped. Try to bring these values into the limelight, even if it takes some extra effort on your part.



Being Personally Inviting With Yourself

Go shopping---buy new clothes.

Take the stairs, not the elevator.

Read a good book.

Go for a walk.

Grow a garden.

Try a new recipe.

Get enough sleep.

Get regular medical care.

Start a hobby.

Practice positive self-talk.

Fasten your seat belt.

Try a new cereal.

Reference: *We're All At Risk*, Judy Brown Lehr and Craig Marshal



Being Personally Inviting With Others.

Smile, be friendly.

Use people's names.

Carpool.

Invite friends over.

Get to know your neighbors.

Send notes/cards.

Telephone a friend.

Take time to listen.

Share a hobby.

Participate in a team sport.

Reference: *We're All At Risk*, Judy Brown Lehr and Craig Marshal



Being Professionally Inviting With Yourself

Read professional and DKG journals/newsletters.

Attend DKG conferences and workshops.

Get involved and seek out leadership opportunities.

Try new techniques and approaches to new membership and ways to sustain existing membership.

Reflect upon DKG Chapter/Mu State/DKG International programs.

Write articles for DKG publications.

Seek DKG higher leadership offices at the local, state, and national levels.

Continue to read updates on education legislation and DKG's legislative forum issues.

Follow through on Chapter responsibilities.

Get to meetings early to visit with other members.

Be available as a speaker/presenter.

**An Invitational Leadership Inventory –
Selected Issues and Criteria Items: For DKG Leaders**

(Code: 1 = consistently; 2 = occasionally; 3 – rarely, if ever)

Directions: Complete the inventory fairly quickly, relying more on a first reaction/response. Scores will range from 10-30. The lower scores represent the more “invitational” behavior.

	1	2	3
1. Do you treat all members and prospective members courteously?	_____	_____	_____
2. Do you take members’ needs/ interests into account when planning meetings/communication?	_____	_____	_____
3. Do you consider your members’ preferences when you select/consider a change in program/policy?	_____	_____	_____
4. Do you consciously plan ways to connect and know your members?	_____	_____	_____
5. Do you recognize special events . . .like birthdays, performances, achievements of members?	_____	_____	_____
6. Do you follow through on promises and commitments to members?	_____	_____	_____
7. Do you participate in events, meetings, professional programs, etc. with members?	_____	_____	_____
8. Are you prompt at your Chapter’s meetings?	_____	_____	_____
9. Do you intentionally plan for effective verbal and nonverbal interactions in spoken and written communication with members?	_____	_____	_____
10. Do you communicate with members in a variety of ways?	_____	_____	_____
TOTALS			
	_____	_____	_____



Being Professionally Inviting With Others

Share information.

Recognize accomplishments.

Participate in workshops/conferences/meetings.

Mentor new members by providing intentional mentoring programs.

Support DKG and its Foundation.

Be prompt.

Support other professional organizations.

Have an optimistic attitude.

Work cooperatively.

Develop a network.

Reference: *We're All At Risk*, Judy Brown Lehr and Craig Marshal



INVITATIONAL REFLECTIONS

WHAT ?

SO WHAT ?

NOW WHAT ?

The Starfish Analogy; *by William Purkey*

The starfish lives to eat oysters. To defend itself, the oyster has two stout shells that fasten tightly together are held in place by a powerful muscle. The starfish finds the oyster and places itself on top of its intended victim. Gradually, gently, and firmly the starfish uses one of its five points in turn to keep pressure on the one oyster muscle. While one-point works, the other four rest. The single oyster muscle, while incredibly powerful, gets no rest. Inevitably and irresistibly, the oyster is opened and the starfish has its meal. By constant, steady pressure from a number of points, even the strongest muscle (and the biggest challenge) can be overcome.



5 “P” Carousel Brainstorm - MU State Chapters

Use the categories below to conduct a brainstorm at the beginning of the Chapter year regarding intentional invitations to members using the following categories.

PEOPLE

PLACES

POLICIES

PROGRAMS

PROCESSES



MY PLAN TO BE MORE INVITING

HOW WILL I PERSONALLY INVITE MYSELF:	HOW I WILL PERSONALLY INVITE OTHERS:
HOW WILL I PROFESSIONALLY INVITE MYSELF:	HOW I WILL INVITE MY SCHOOL: