

MEMBER DEVELOPMENT *framework*

By focusing on a member-first culture that empowers members to advocate for causes meaningful to them, members will be steadfast Tri Sigmas.
To receive much, we must give much.

MEMBER-FIRST CULTURE

Equip members with the skill sets needed to thrive in personal, professional, and academic settings. Build confident, resilient, values-based leaders.

EMPOWER

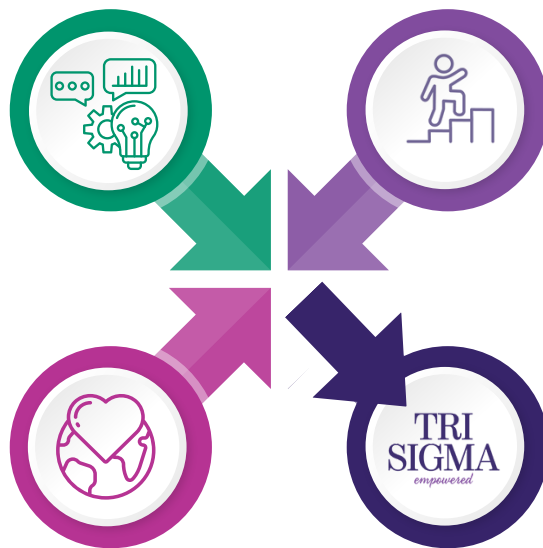
Coach and enable organizational leaders to ambitiously and authentically interact, adapt, and perform ensuring a healthy, stable chapter and membership experience.

ADVOCACY

Make an impact and champion Tri Sigma's purpose, values, creed, and ideology to enable members to change the world.

STEADFAST

Develop a lifelong affinity to Tri Sigma as a result of having a fulfilling experience and growing as a person and leader. Understand the critical importance of giving back so others may also have a developmental experience.



Key Performance Indicators: [1] Programming outcomes met needs (53%). [2] Tri Sigma contributed to my personal development (46%). [3] I feel empowered in Tri Sigma (52%).

The data for each statement represents the percentage of members completing the 2021 membership assessment who agreed or strongly agreed with the statement.

OFFERINGS



EMPOWERED LEADERS

Synchronous content

Regional Academy • Summit • NO Symposium • Dunham Emerging Leaders Institute • Virtual Leadership Seminars (micro-credentials) • National Convention



MEMBER SUCCESS SERIES

Personal and professional development

Nine annual offerings; locally assigned Essential Sigma course for context with accompanying in-person debrief guide for collegiate chapter leaders to facilitate.



COMPETENCY CERTIFICATIONS

Self-directed e-learning

Focus on competencies, study skills, and financial management.



LIFELONG LEARNING LIBRARY

Ongoing asynchronous talent management courses with some microlearning opportunities

Health Promotion Initiatives • Post-Initiation Training • Senior/Young Alumnae Transition • Steadfast Series (volunteer development CEUs) • Personal Development (alumnae) • Quarterly In-service (staff)



ONBOARDING

E-learning with synchronous mentor-led discussion

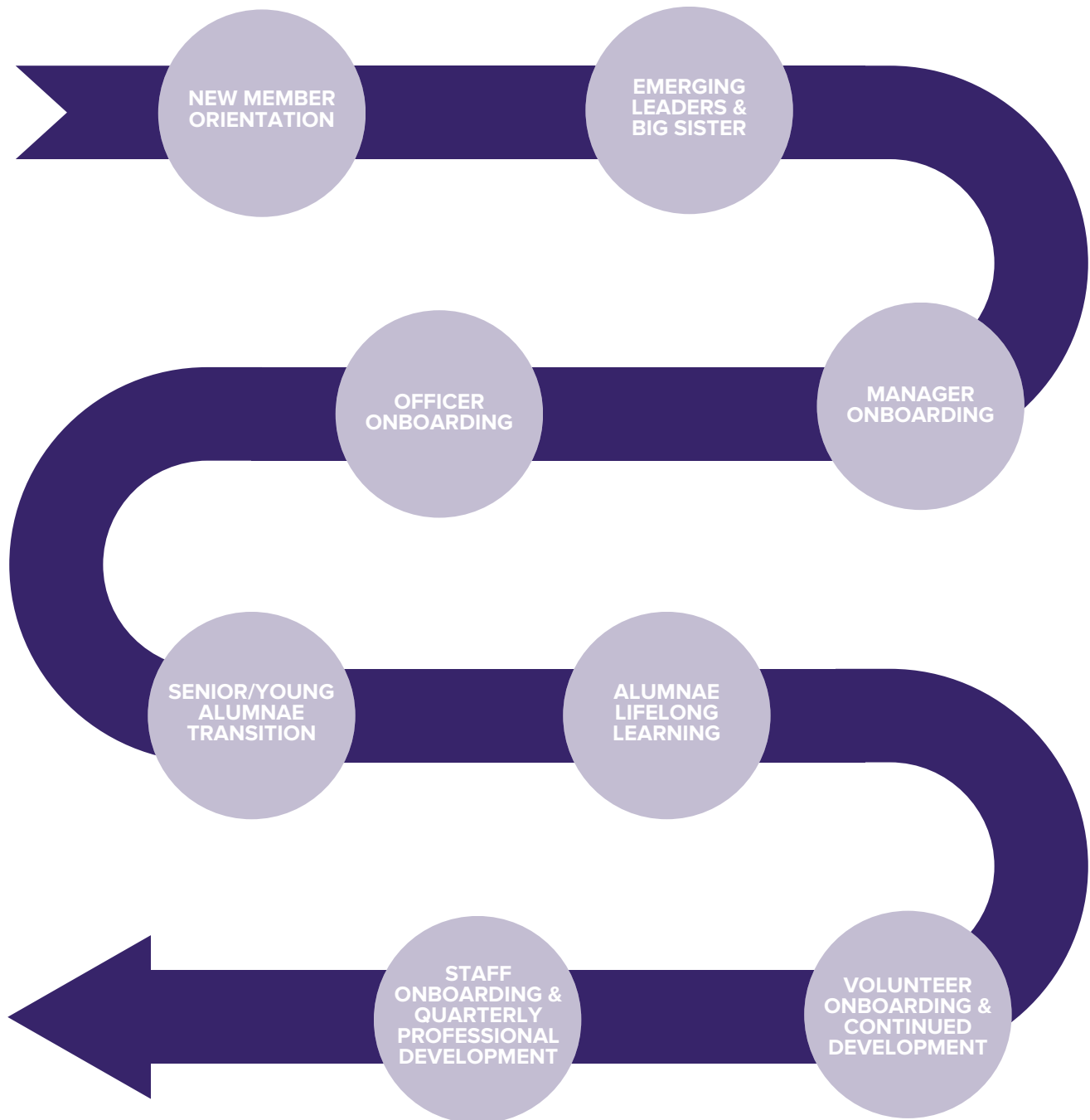
Health Promotion Initiatives • Post-Initiation Training • Senior/Young Alumnae Transition • Steadfast Series (volunteer development CEUs) • Personal Development (alumnae) • Quarterly In-service (staff)

TOOLS

Assessment (pre/post learning, program evaluation, and 6-week follow-up connected to KPIs) • Training maps showing the evolution of competency development through all membership stages • Transcript available for download in Sigma Connect • Annual feedback sessions to inform the Member Successes Series and VLS needs • Volunteer engagement (steering committee and call for programs to lead/create content) • Opportunities to have fun and build relationships through development experiences.

COMPETENCY MODEL

Competency development that evolves at all stages of membership



COMPETENCIES

Six competencies based on three creed-based themes:
values-driven, resiliency, and enablement

VALUES-DRIVEN

Support causes greater than ourselves.

Being a person of character.



SOCIAL EXCELLENCE

Members will embrace social connection at the core of our sisterhood and actively embrace the experiences and identities of others. Engaging authentically.

HUMAN DIGNITY

Members will be mindful of how their actions, thoughts, and words represent their values. Behaving in ways that are consistent with strong character.

RESILIENCY

Seek wisdom and joy.

Motivated by hope and possibility.



WELL-BEING

Members will be able to manage the challenges of daily life and make safe healthy decisions to enable future success. Being possibility thinkers.

SELF-AWARENESS

Members will develop a growth mindset and be capable of swiftly adapting based on their experiences. Striving to live purposeful lives of integrity, hope, empathy, understanding and love.

ENABLEMENT

Become inspired leaders.

Reaching your potential.



COMMUNICATION

Members will speak and listen with purpose and harness the power of their words in bringing ideas to life. Recognize the complexities of conflict to respectfully engage with others.

ORGANIZATIONAL LEADERSHIP

Members will explore new ways of approaching issues in order to move forward with the best course of action. Pursuing a shared vision.