

SUCCESS STORY

Sigma Chi Fraternity: Developing Leadership in Students



Sigma Chi Horizons

INDUSTRY:

Fraternal Organization

CHALLENGE:

"With the Horizons program, our focus is building enduring leaders, who will go on to become valuable members of their chapter, the campus and the community."

MICHAEL GREENBERG
Sigma Chi Grand Consul

SOLUTION:

SOCIAL STYLE

OVERVIEW

The Sigma Chi Fraternity has a long standing history of developing values-based leaders committed to the betterment of character, campus and community. Its vision to become the preeminent collegiate leadership development organization — aligned, focused and living the core values — led Sigma Chi to develop a curriculum that would rival programs being provided to the leaders of Fortune 500 companies.

With its 244 undergraduate chapters and 125 alumni chapters, Sigma Chi is one of the largest fraternal organizations. In 1997, Sigma Chi Horizons was launched as a leadership development opportunity for undergraduate members of Sigma Chi. The Sigma Chi Foundation selected Footprints Consulting and Training, a Denver-based consulting firm to develop the Horizons curriculum.

THE SOLUTION

With a foundation built around the TRACOM SOCIAL STYLE Model™, a behavior-based interpersonal skills model, Footprints Consulting created a curriculum that embraces the Spirit of Sigma Chi which is based on the theory that...

"Friendship among members, sharing a common belief in an ideal, and possessing different temperaments, talents, and convictions, is superior to friendship among members having the same temperaments, talents, and convictions, and that genuine friendship can be maintained without surrendering the principle of individuality or sacrificing one's personal judgment."

The six-day Horizons Program is held in Snowbird, Utah, an ideal setting for outdoor adventure, interactive learning, and inspired reflection. Participants begin their experiences through pre-session readings, followed by immersion in an on-site, whole-brain learning experience that engages their minds and bodies and continues through post-session mentoring by alumni and follow up

electronic leadership lessons and coaching. The program is lead by Sigma Chi alumni who each mentor small groups of eight students throughout the course.

Elaine Palladino, CEO of Footprints Consulting, says the interaction between the students and the alumni coaches helps bring the leadership concepts to life. “The coaches provide great examples of how values-based leadership is effective in the workplace and in all parts of their lives,” said Palladino.

Palladino says having the SOCIAL STYLE assessment also is especially valuable to the participants. “For most of them, it’s the first time they have received such detailed feedback on how they are seen by others. It truly is eye-opening for the participants.”

“Sigma Chis embark on a leadership journey from the first day they join the fraternity. The Horizons Program is our way of ensuring that their journey is a successful one.”

MICHAEL GREENBERG
Sigma Chi Grand Consul

RESULTS

The program has had significant impact on those who have experienced it. The Sigma Chi Horizons experience developed by Footprints Consulting using the basics of TRACOM SOCIAL STYLE & Versatility Model has been so effective and successful that Sigma Chi alumni have asked that a ‘graduate’ Horizons course be developed. The new Horizons alumni program, named Sigma Chi Vistas, will launch next fall in Costa Rica and is open to all Sigma Chi alumni. The program will take the concepts from the undergraduate Horizons program and use them for executive level training and service leadership training. Participants will, for example, learn about strategy as they climb a volcano and learn about teamwork while white water river rafting. TRACOM SOCIAL STYLE & Versatility assessments and learning will continue as foundational elements in this course.



90% of participants assumed leadership positions in their fraternity or on their college campus following the Horizons experience



Evaluated three and five years later, **85% of the participants** site that the program changed their lives and had profound effects on their leadership abilities in life.

“Life is not a game of Solitaire; people depend on one another. When one does well, others are lifted. When one stumbles, others also are impacted. There are no one-man teams—either by definition or natural law. Success is a cooperative effort; it’s dependent upon those who stand beside you.”

JON M. HUNTSMAN SR.
Essential Lessons on Leadership, Sigma Chi Alumnus,
Founder of the Huntsman Cancer Institute