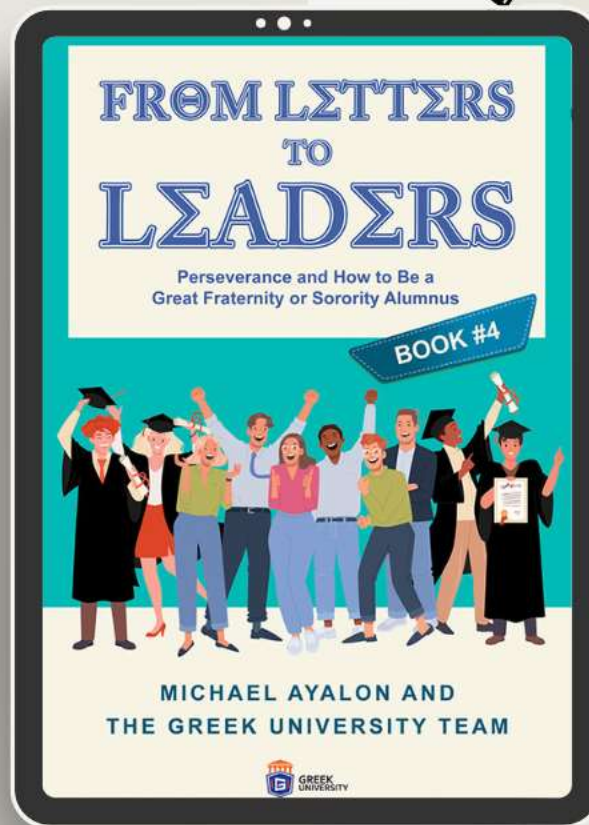




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facilitation guide

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FOR FRATERNITY AND SORORITY
CHAPTERS, COUNCILS, & COMMUNITIES

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Facilitation Guide for *From Letters to Leaders*:

Perseverance and How to Be a Great Fraternity or Sorority Alumnus

A Companion for FSL Educators, Chapter Advisors, and Headquarters Staff

Introduction: From College to Career — Perseverance, Growth, and Lifelong Brotherhood/Sisterhood

Learning Objectives

- Understand the transition from student to alumnus as a continuation of leadership.
- Explore how perseverance and values guide success beyond college.
- Recognize alumni impact on the next generation of fraternity/sorority members.

Summary

The team introduces the importance of carrying fraternal values into every stage of life. The book emphasizes that perseverance, service, and community are timeless qualities. Leaving campus isn't the end of membership — it's the beginning of a new phase of leadership and purpose.

Discussion Questions

1. How do you define perseverance in your own life?
2. What challenges do students often face during the transition after college?
3. How can fraternity/sorority values support you after graduation?
4. What does it mean to “stay connected” as an alumnus?
5. How can you begin preparing now for that lifelong impact?

Activity

- *Life After Letters Map*: Students draw a timeline from graduation to 10 years out, noting personal, professional, and service goals connected to their fraternity/sorority experience.

Values Connection

- Perseverance reflects loyalty, commitment, and resilience — all fundamental to Ritual and lifelong membership.

Action Step

- Create a “Letter to My Future Self,” describing how you want to live your organization’s values after college.

Chapter 1: The Me I Want to Be — Balancing Personal Pursuits and Professional Goals after Graduation

Mary F. Simeoli, Esq.

Learning Objectives

- Identify how to align values, passions, and career goals.
- Reflect on personal definitions of success and fulfillment.
- Develop a balanced plan for growth beyond college.

Summary

Mary Simeoli encourages students to approach post-college life with purpose and alignment. Rather than chasing external validation, focus on becoming the best version of yourself — professionally, personally, and ethically. Finding harmony between work, relationships, and wellbeing is the key to long-term satisfaction.

Discussion Questions

1. What does “success” look like to you right now?
2. How can your organization’s values help guide your post-college decisions?
3. What habits will support your growth after graduation?
4. How can you ensure your work aligns with your passions?
5. What steps can you take to stay grounded during transitions?

Activity

- *Vision Board:* Create a collage or digital vision board illustrating your ideal life balance after graduation — including relationships, career, service, and personal wellness.

Values Connection

- Brotherhood/sisterhood encourages striving for excellence while staying true to your authentic self.

Action Step

- Write a personal mission statement connecting your values to your future career path.

Chapter 2: Balancing Act — Managing Your Social Life and Work Responsibilities

Rasheeda Gray

Learning Objectives

- Learn practical strategies for maintaining balance post-graduation.
- Understand time management, boundaries, and prioritization.
- Recognize the difference between busyness and productivity.

Summary

Rasheeda Gray emphasizes that the habits you form in college shape your post-graduation success. Managing social commitments, work, and self-care requires setting boundaries and aligning your daily choices with your long-term goals.

Discussion Questions

1. What does balance look like to you right now?
2. How can overcommitment or burnout affect performance?
3. What role does self-discipline play in time management?
4. How do fraternity/sorority experiences teach accountability and structure?
5. How can you maintain relationships while prioritizing growth?

Activity

- *The Balance Pie*: Draw a circle divided into segments representing areas of your life (work, health, relationships, service). Reflect on which areas need more or less attention.

Values Connection

- Living with integrity includes caring for all aspects of yourself — mind, body, and spirit.

Action Step

- Establish a weekly “reset ritual” to reflect, rest, and realign priorities.

Chapter 3: Leaving a Lasting Legacy — Sustaining Your Impact as an Alumnus

Dr. Kim E. Bullington

Learning Objectives

- Understand what legacy means beyond titles or achievements.
- Identify how small, consistent actions build long-term impact.
- Explore ways to remain involved with your organization after college.

Summary

Dr. Kim Bullington reminds students that true legacy is built daily — through kindness, mentorship, and consistency. Being an engaged alumnus doesn't require wealth or status; it requires intention and a willingness to serve.

Discussion Questions

1. What kind of legacy do you want to leave as an active member?
2. Who has modeled lasting impact for you?
3. How can alumni engagement strengthen undergraduate chapters?
4. What are small ways to stay connected after graduation?
5. What legacy practices can begin now while you're a student?

Activity

- *Legacy Ladder*: Have members write three things they can do this year, next year, and after graduation to build a meaningful legacy.

Values Connection

- Brotherhood and sisterhood are meant to ripple outward, leaving positive marks on future generations.

Action Step

- Start a mentorship relationship with a younger member and share your leadership lessons.

Chapter 4: Financial Savvy — Managing Money and Planning for the Future

Dr. Michael Ayalon

Learning Objectives

- Learn the basics of budgeting, saving, and debt management.
- Understand how financial literacy supports independence.
- Connect fiscal responsibility to leadership and integrity.

Summary

Dr. Ayalon provides practical advice for financial wellness after college. Money management isn't about greed — it's about freedom, stewardship, and responsibility. Understanding credit, setting savings goals, and living within your means ensure long-term stability.

Discussion Questions

1. What financial lessons have you learned during college?
2. How do your spending habits align with your goals?
3. Why is budgeting a leadership skill?
4. What role does generosity play in financial wellness?
5. How can alumni philanthropy make an impact?

Activity

- *Budget Breakdown:* Students create a mock monthly budget including savings, rent, transportation, and philanthropy donations.

Values Connection

- Responsibility and foresight — hallmarks of Ritual — extend to how we manage resources.

Action Step

- Set one short-term and one long-term financial goal, and track your progress over the semester.

Chapter 5: Give 'Til It's Built — How Philanthropy Creates Social Impact

Eddie Francis

Learning Objectives

- Explore the transformative power of giving back.
- Connect service and philanthropy to community leadership.
- Identify sustainable ways to make an impact after graduation.

Summary

Eddie Francis challenges readers to view philanthropy not as charity, but as partnership and empowerment. Every donation, volunteer hour, and act of service builds the social infrastructure that strengthens communities and perpetuates fraternal ideals.

Discussion Questions

1. What causes align with your personal values?
2. How does philanthropy differ from volunteering?
3. How can collective giving by alumni magnify impact?
4. What does “give 'til it's built” mean to you?
5. How can chapters encourage lifetime service?

Activity

- *Impact Reflection:* Members identify one cause they're passionate about and design a sustainable service initiative that continues post-graduation.

Values Connection

- Service is central to fraternity/sorority life — it's where values meet action.

Action Step

- Commit to supporting your organization's philanthropy annually after graduation.

Chapter 6: Speak with Confidence — Use Your Voice to Unlock Opportunities

Brandy Wilson Edwards

Learning Objectives

- Build public speaking confidence and self-advocacy skills.
- Learn to communicate purposefully in professional and personal settings.
- Use authentic voice to inspire and influence others.

Summary

Brandy Wilson Edwards teaches that confidence grows through courage and preparation. Your voice is your power — in interviews, relationships, and leadership. The ability to speak clearly and authentically opens doors that silence keeps closed.

Discussion Questions

1. When do you feel most confident expressing yourself?
2. What fears hold you back from speaking up?
3. How does preparation influence confidence?
4. How can your voice create positive change?
5. What role does vulnerability play in strong communication?

Activity

- *Speak Your Values*: Each member delivers a 1-minute talk about a value their fraternity/sorority has instilled in them.

Values Connection

- The courage to speak truth with love and purpose is a cornerstone of Ritual.

Action Step

- Volunteer to present or represent your organization at an upcoming campus event.

Chapter 7: Keys to Overcoming Challenges and Setbacks

Trevon Bryant

Learning Objectives

- Develop a resilient mindset for overcoming adversity.
- Identify lessons learned from challenges.
- Build strategies for growth through obstacles.

Summary

Trevon Bryant shares how setbacks are essential for growth. Perseverance means pushing through fear and failure while maintaining faith in yourself and your goals. Each challenge is a teacher that strengthens leadership and self-awareness.

Discussion Questions

1. How do you usually respond to setbacks?
2. What past challenge helped shape your character?
3. How can reframing failure lead to success?
4. What habits build resilience?
5. How can your chapter foster a culture of perseverance?

Activity

- *Resilience Timeline:* Members chart a major challenge they've faced and list the positive skills or lessons gained from it.

Values Connection

- Perseverance embodies the fraternal commitment to growth and courage under pressure.

Action Step

- Start a chapter "Fail Forward" session where members share lessons from personal or organizational setbacks.

Chapter 8: Followership — A Hidden Path to Effective Leadership

Eddie Francis

Learning Objectives

- Understand followership as an essential component of leadership.
- Identify what makes an effective and respected follower.
- Learn how following well strengthens teams and communities.

Summary

Eddie Francis reframes leadership by highlighting the often-overlooked value of followership. Not every situation calls for leading from the front — strong organizations need committed, trustworthy, and proactive followers who support shared goals. Followership builds humility, teamwork, and perspective.

Discussion Questions

1. Why do some people undervalue followership?
2. How can good followers make leaders better?
3. What examples of strong followership have you seen in your chapter?
4. How do you balance following others with asserting your own voice?
5. What leadership lessons can come from following first?

Activity

- *Role Reversal:* Assign leadership roles to new members and have upperclassmen take supportive followership roles during a mock event. Reflect on what was learned.

Values Connection

- Brotherhood and sisterhood thrive when everyone contributes — leading and following with respect.

Action Step

- Encourage officers to identify and recognize strong followers in the chapter each month.

Chapter 9: It Is Who You Know — Building Meaningful Connections

Tom Murphy

Learning Objectives

- Recognize the power of authentic networking.
- Learn strategies for maintaining long-term professional relationships.
- Understand the importance of giving before asking in connections.

Summary

Tom Murphy explores how relationships, not résumés, often drive opportunity. Networking should be rooted in authenticity — a two-way relationship built on trust and shared value. The friendships and mentorships from fraternity and sorority life can open doors for decades if cultivated thoughtfully.

Discussion Questions

1. How have fraternity/sorority connections already shaped your opportunities?
2. What distinguishes networking from genuine relationship-building?
3. How can you stay in touch with alumni and peers after graduation?
4. What are respectful ways to ask for advice or mentorship?
5. How can you serve as a connector for others?

Activity

- *Connection Plan:* Create a list of five people you want to build relationships with in your field. For each, identify one way you can add value before asking for help.

Values Connection

- Lifelong brotherhood/sisterhood means showing up for one another — even in the professional world.

Action Step

- Commit to reaching out to one alumnus in your field each month to strengthen your professional network.

Chapter 10: Making the Most of Mentors — Learning from Others' Successes and Failures

Edson O'Neale

Learning Objectives

- Understand the role of mentorship in personal and professional growth.
- Learn how to seek, approach, and maintain mentor relationships.
- Reflect on the value of both learning and listening.

Summary

Edson O'Neale shares that mentorship is about connection, curiosity, and growth — not hierarchy. Great mentors guide through experience, and great mentees listen with openness. In fraternity and sorority life, the tradition of mentorship continues long after initiation.

Discussion Questions

1. Who has mentored you, and how did it shape your growth?
2. What qualities make someone a good mentor or mentee?
3. How can you cultivate mentorship within your organization?
4. How do mentors help us see blind spots?
5. How can you show gratitude to those who invest in you?

Activity

- *Mentor Match Map*: Create a visual diagram of your current mentors and potential future mentors across academics, careers, and community.

Values Connection

- Brotherhood and sisterhood call for lifting one another up through wisdom and compassion.

Action Step

- Reach out to thank one mentor and share one lesson you've applied because of them.

Chapter 11: Forge Resilience

John R. Hatfield

Learning Objectives

- Develop the mindset and habits that sustain perseverance.
- Recognize how adversity strengthens leadership.
- Practice reframing challenges as growth opportunities.

Summary

John R. Hatfield teaches that resilience isn't the absence of hardship — it's the ability to rise each time we fall. Fraternity and sorority members, through academic, social, and personal pressures, learn adaptability and determination. Resilience ensures leaders stay grounded and hopeful even when facing uncertainty.

Discussion Questions

1. What does resilience look like in your daily life?
2. How do you recharge after stressful experiences?
3. When has your chapter faced adversity together?
4. What habits strengthen emotional resilience?
5. How can resilience prepare you for career transitions?

Activity

- *Resilience Reflection:* Write about a recent challenge, how you handled it, and what strengths emerged from the experience.

Values Connection

- Perseverance and unity are the pillars that sustain every fraternity and sorority community.

Action Step

- Begin a “Gratitude and Growth” reflection practice each week to celebrate small victories and lessons.

Chapter 12: A Motivational Crash Course to Entrepreneurship

Sar Calla

Learning Objectives

- Explore entrepreneurship as an extension of leadership.
- Understand how creativity and risk-taking lead to innovation.
- Identify transferable skills from Greek life useful in business.

Summary

Sar Calla energizes readers with the idea that fraternity and sorority experiences — event planning, fundraising, recruitment — mirror the entrepreneurial process. Innovation thrives when we think beyond limitations and embrace resourcefulness, resilience, and networking.

Discussion Questions

1. What entrepreneurial experiences have you had within your organization?
2. How can failure be part of innovation?
3. What are common traits between successful entrepreneurs and fraternity leaders?
4. How can you test new ideas within your chapter responsibly?
5. What resources does your campus offer for student entrepreneurs?

Activity

- *Startup Simulation:* In small groups, brainstorm a business or nonprofit idea that reflects your chapter's values and outline how to launch it.

Values Connection

- Innovation reflects courage — one of the oldest and truest virtues of leadership.

Action Step

- Attend a campus entrepreneurship workshop or pitch event to apply creative thinking beyond Greek life.

Chapter 13: Giving Back as an Alum — An Act of Sacrifice, Service, and Stewardship

Dr. Jason L. Meriwether

Learning Objectives

- Recognize giving back as a lifelong commitment to your organization.
- Understand how alumni service strengthens undergraduate success.
- Connect gratitude to leadership and stewardship.

Summary

Dr. Jason L. Meriwether explains that alumni involvement sustains the legacy of every fraternity and sorority. Giving back — through mentorship, volunteering, or donations — is a continuation of brotherhood and sisterhood, not a separate act. Stewardship means caring for what we've inherited and ensuring it thrives for future generations.

Discussion Questions

1. Why is alumni involvement crucial to your organization's success?
2. What are ways to give back that fit your personal capacity?
3. How do gratitude and humility inspire service?
4. How can undergraduates strengthen alumni engagement now?
5. What legacy do you hope to build as an alumnus?

Activity

- *Alumni Impact Brainstorm*: Design an event or initiative to reconnect alumni with your chapter.

Values Connection

- Lifelong loyalty and stewardship are at the core of every Ritual.

Action Step

- Encourage seniors to pledge one act of service or mentorship to their chapter in the coming year.

Chapter 14: These Four Words That May Offend You... May Also Just Save You

Dr. Louis Profeta

Learning Objectives

- Explore the role of honesty and tough love in personal growth.
- Learn how accountability strengthens integrity and community.
- Reflect on the power of constructive feedback.

Summary

Dr. Louis Profeta delivers a direct challenge: the truth may be uncomfortable, but it saves us. Leadership means being open to correction and willing to grow. Fraternity and sorority members must learn to embrace feedback, confront reality, and hold each other accountable with compassion.

Discussion Questions

1. Why do people avoid uncomfortable feedback?
2. How can truth delivered with love be transformational?
3. When has accountability improved your performance or character?
4. How can you create a culture of honesty within your chapter?
5. How can discomfort lead to personal growth?

Activity

- *Feedback Roundtable*: Members pair up and share one constructive observation and one affirmation with each other. Reflect on what it felt like to give and receive feedback.

Values Connection

- Brotherhood and sisterhood require honesty, humility, and love in equal measure.

Action Step

- Introduce an “Honest Conversations” tradition — monthly feedback circles to strengthen communication and trust.

Chapter 15: Adopt a Growth Mindset — What, Like It's Hard?

Brandy Wilson Edwards

Learning Objectives

- Understand the difference between fixed and growth mindsets.
- Practice reframing challenges as opportunities to learn.
- Explore how mindset impacts academic, personal, and professional success.

Summary

Brandy Wilson Edwards combines humor and psychology to show how belief in one's ability to grow changes everything. A growth mindset helps students embrace failure as feedback and view effort as a path to mastery. This mindset fuels perseverance and continuous improvement.

Discussion Questions

1. What does a growth mindset look like in action?
2. How can your chapter reward effort, not just outcomes?
3. When have you seen persistence lead to success?
4. How does language influence mindset (“I can’t” vs. “I can’t yet”)?
5. How can you apply growth mindset principles to leadership?

Activity

- *Reframe Challenge:* Members write one current obstacle and reframe it using growth mindset language (e.g., “This is an opportunity to learn...”).

Values Connection

- Commitment to lifelong learning is inherent to fraternity and sorority membership.

Action Step

- Create chapter “Growth Journals” where members reflect monthly on lessons learned from challenges.

Chapter 16: Leveraging Alumni Resources — Tapping into a Powerful Network

Dr. Michael Ayalon

Learning Objectives

- Identify and utilize alumni resources for professional development.
- Learn to engage alumni respectfully and strategically.
- Build relationships that foster mentorship and opportunity.

Summary

Dr. Ayalon concludes by reminding readers that the fraternity/sorority network is one of the most powerful professional assets available. Leveraging it requires initiative, gratitude, and authenticity. Alumni want to help — but they also want to see commitment and maturity from the next generation.

Discussion Questions

1. What alumni resources are currently available to you?
2. How can undergraduates demonstrate readiness for mentorship?
3. What are best practices for following up with alumni?
4. How can alumni engagement enhance your career readiness?
5. How can chapters strengthen these bridges institutionally?

Activity

- *Networking Challenge:* Create a “Top 10 Alumni to Meet” list based on your career interests. Research each and plan intentional outreach.

Values Connection

- Brotherhood/sisterhood transcends time — it connects generations through shared purpose.

Action Step

- Develop an Alumni Relations Committee responsible for tracking engagement, mentorships, and event collaborations.

Call to Action: Perseverance as a Lifelong Practice

Learning Objectives

- Embrace perseverance as a daily habit, not a momentary act.
- Understand that leadership and membership extend beyond campus.
- Commit to carrying fraternity/sorority values throughout life's challenges.

Summary

This closing message challenges students to continue living their Ritual beyond graduation. Perseverance is about showing up — for yourself, your values, and your community — especially when it's difficult. The habits of resilience, gratitude, and service built in college become the foundation for a life of purpose.

Discussion Questions

1. What does perseverance mean to you now?
2. How will you continue to embody your organization's values?
3. What commitments will you carry into your career and community?
4. How can you stay connected to your chapter and brothers/sisters?
5. How can you inspire others to persevere when they face challenges?

Activity

- *Perseverance Pledge:* Members write one concrete action they will take to live their values after graduation and share it aloud.

Values Connection

- Perseverance, loyalty, and service define a lifetime of meaningful leadership.

Action Step

- Set a reminder each year to reflect on how you've upheld your fraternity or sorority's values — and where you can grow further.

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