

# REAL Leadership Experience (RLE) Program Facilitator

**Supervisor:** Education Manager

**Department:** Education

**Date Created or Revised:** January 2025

## Purpose

The REAL Leadership Experience (RLE) offers two volunteer facilitator roles: the large group facilitator role and the small group facilitator role. Both facilitators will deliver content at Gamma Phi Beta's RLE event. RLE is an in-person leadership event designed for first- and second-year collegiate members who have not held an executive council role.

Individuals in the large group facilitator role will deliver large group sessions designed to introduce new concepts to RLE participants related to leadership and cultivating personal leadership skills. Individuals in the small group facilitator role will deliver content with a small group of six to eight RLE participants. Content in the small group facilitator role will center on relationship development, reflection on large-group content and personal leadership development. Both RLE facilitator roles are open to alumnae of Gamma Phi Beta.

For RLE programming, we are seeking approximately two large group facilitators and five small group facilitators who will guide RLE participants through the program curriculum. All selected individuals will participate in RLE in-person programming. Gamma Phi Beta will reimburse airfare, mileage, lodging and travel meals during the event.

## Responsibilities

- Facilitate Gamma Phi Beta educational programs for collegiate members.
- Provide feedback to staff and volunteer supervisors on educational content.
- Coach and mentor participants through breakout sessions.

### Expectations

- Participate in all required training and event dates outlined below:
  - Complete travel and registration requirements as outlined by Gamma Phi Beta International Headquarters (IH) staff.
  - Participate in facilitator cohort call(s) as outlined by Gamma Phi Beta IH staff.
  - Arrive at event location for facilitator training on the first day of the program.
  - Be present at RLE during program dates.
  - Complete facilitator assessment.
- Review educational material before the event and prepare as needed on your own time.
- Pay **annual international alumnae dues** or be a **Life Loyal member**. To check if you are in good standing, log in at [GammaPhiBeta.org](http://GammaPhiBeta.org) > Member > My Profile. On the first tab, if your paid-through date is blank or if the date is in the past, you have not yet paid this fiscal year. If you are Life Loyal, you have paid for life and are in good standing!

### Preferred Competencies and Experiences

- Preferred experiences:
  - Leadership development and/or personal development facilitation, program development or training experience.
  - Diversity, equity and inclusion facilitation, program development or training experience.
  - Proven track record in program facilitation and delivery.
  - Advocacy for the sorority experience.
- Competencies:
  - Diversity and Inclusion: Recognizes how personal identity influences leadership, initiates interactions with individuals of identities different than their own and evaluates the role of personal bias in decision-making.
  - Communication: Prepares prior to communicating, employs active listening skills and applies feedback from others to improve communication.
  - Teamwork: Demonstrates positive team dynamic behaviors and manages tasks and activities based on team needs.
  - Resilience: Manages difficult change and ambiguity and employs strategies to adapt to needs in the moment.
  - Critical Thinking: Provides alternative perspectives and describes complexity of issues.