

## Program Facilitator – REAL Leadership Experience

**Application Deadline: April 15, 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, 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 Gamma Phi Beta alumnae.

For 2025 RLE programming, we are seeking approximately two large group facilitators and four to eight 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:
  - June 2025 – Complete travel requirements as outlined by Gamma Phi Beta International Headquarters (IH) staff.
  - June 2025 (*date and time TBD*) – Participate in facilitator cohort call as outlined by Gamma Phi Beta IH staff.
  - July 17 (*time TBD*)– Arrive at event location (Norman, OK) for facilitator training.
  - July 17-20 – RLE (Norman, OK)
  - July 31 – Deadline to complete facilitator assessment.
- Review educational material before the event and prepare, as needed, on your own time.
- Be in good standing by paying **annual international alumnae dues** or being a **Life Loyal member**.

### Preferred Competencies and Experiences

- Preferred experiences:

- Leadership development and/or personal development facilitation, program development or training experience.
- Belonging, equity, diversity 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; evaluates the role of personal bias in decision-making.
  - Communication: Prepares prior to communicating; employs active listening skills; applies feedback from others to improve communication.
  - Teamwork: Demonstrates positive team dynamic behaviors; manages tasks and activities based on team needs.
  - Resilience: Manages difficult change and ambiguity; employs strategies to adapt to needs in the moment.
  - Critical Thinking: Provides alternative perspectives; describes complexity of issues.