

Responsible · Ethical · Authentic · Lifelong ·
REAL

Leadership
CONFERENCE

2017



MEMBER DISCIPLINE: STEERING THE HEARING

Facilitated by

Learning Objectives



- List possible hearing outcomes.
- Define personal responsibility.
- Identify three key ideas for effective discipline.
- Demonstrate the O.A.R.S. technique.
- Create effective sanctions.

Ground Rules



- Connect with chapter advisor or MRC for individual concerns or cases
- Confidentiality



Why do we hold executive council hearings?

Hearing Outcomes



- 1) No sanctions.
- 2) Local probation.
- 3) International suspension of membership.
- 4) Recommendation for termination.



What is your definition of personal responsibility?



Three Key Ideas



- Personal responsibility
- Education-centered
- Prevention-focused

O.A.R.S. Method

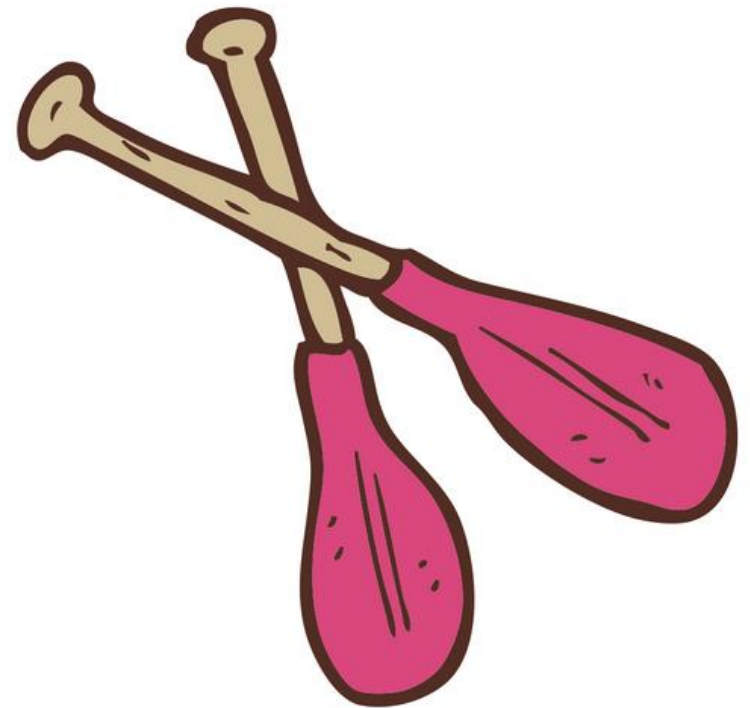


O : open ended questions

A : affirmations

R : reflective listening

S : summarize



OARS helps us answer...



- What do we know about the problem?
- What contributed to the problem?
- Which factors can we change or influence?
- Which specific behaviors need to change?
- What strategies will be effective in making change?



What kind of sanctions do you most frequently recommend for local probation?



Will this be educational?

Yes

No

No

Yes

Will this prevent a behavior?



Practice!

Scenario 1



- Can you tell us more about what is happening with your behavior and social media?
- What do you think is affecting your current behavior?
- What have other people said about your social media posts?
- How could we help you with your behavior?
- What do you want to do next?
- What would be the best outcome you could envision?

Scenario 2



- We are so sorry to hear about your dad. That must be really difficult for you.
- It is never easy when a family member is sick.
- I appreciate that you were willing to share that with us today.
- If I were in your shoes, I am not sure I could manage nearly so well.

Scenario 3



- Require Sally complete an alcohol education class offered by your campus health center.
- Require Sally to write a reflective paper about the legal consequences of underage drinking.
- Require Sally to watch a video on how alcohol affects the body.
- Require Sally to plan and coordinate a speaker on safe alcohol consumption.

Review of Learning



- Reviewed hearing outcomes.
- Defined personal responsibility.
- Identified key ideas for effective discipline.
- Demonstrated the OARS technique.
- Created effective sanctions.

Debrief



- What is your biggest takeaway?
- What will you either start or stop doing as a result of this session?
- What are your final thoughts?

Responsible · Ethical · Authentic · Lifelong ·
REAL

Leadership
CONFERENCE

2017