

Engaging and Equipping Officers  
for Chapter and Team Success



# HERE, BY THE RESPONSIBILITY



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July 2020

Commitment

Skill

Belonging

Ego

Experience

01



TikTok  
@elainaknott

Choose  
Your  
Character

## What kind of leader are you?

Take pride in the unique way you influence your chapter and the FFA members around you—but make sure to realize that it takes all kinds of leadership personalities to achieve great success. Look for diverse greatness in the people around you and you will be sure to find success in addition to building lifelong friendships!

*Choose only one answer that is the most similar to how you feel comfortable acting individually and as part of a group.*



Let's go!

# YOUR CHAPTER IS PLANNING A TRIP... WHAT ARE YOU MOST LIKELY TO SUGGEST?



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Attend a Regional Career Development Event so you can earn a trophy for the school lobby.

You know you'll have a good time wherever you go, as long as you make sure the hotel rooming list pairs people up so nobody is excluded or uncomfortable.

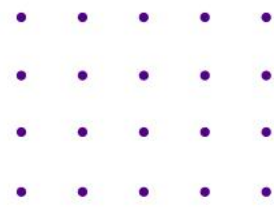
Attend a state leadership conference! After all, it's important to learn from great FFA leaders and the fun nights are always the best part. Plus - how else are you going to get elected to state office this spring?

Plan a retreat for just the officer team. The seniors can mentor the middle schoolers and the group can work to plan even more awesome activities for the whole chapter, later.

Visit a guest speaker at an Ag & Tech college talking about sustainable ag. It's important to expose students to college opportunities and well-known speakers—an FFA trip should have a meaningful purpose at its roots!

Honestly, it doesn't really matter what you do - you know you'll be busy helping to keep track of the younger members, making cookies for the road trip or jumping to make sure every form is turned in to get school approval to travel.

# YOUR CHAPTER IS HAVING A HEATED DEBATE... WHAT'S YOUR ROLE?



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Making sure none of the quieter members feel intimidated. You also think that in a debate this intense, someone might get their feelings hurt if people aren't careful.

Discussing eloquently and making lots of eye contact. People tend to agree with you after they've heard your argument because you're very persuasive and well-spoken.

You try to point out the benefits of both sides of the issue before carefully giving your own opinion. You don't want anyone to burn any bridges, and compromise is often the best answer.

You listen to each argument and weigh each against your values and the purposes of the chapter. Once you've made the decision, you're confident it is right and rarely waiver.

You make your point quickly. Regardless of where the conversation goes, you're one of the first to jump up to grab paper for ballots if this thing comes down to a vote.

Winning. It doesn't matter how, you're probably right and it's your job to make sure that's obvious.

**ONE OF YOUR FELLOW MEMBERS ASKS IF THEY CAN TALK TO YOU.**

**TO YOUR SURPRISE, THEY WANT TO OFFER A LITTLE "CONSTRUCTIVE CRITICISM."**

**WHAT ARE THEY MOST LIKELY TO SAY?**



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You're so reliable... but you can't do everything. You have to let other people help you.

You're really talented but sometimes you can be a little, well... cutthroat.

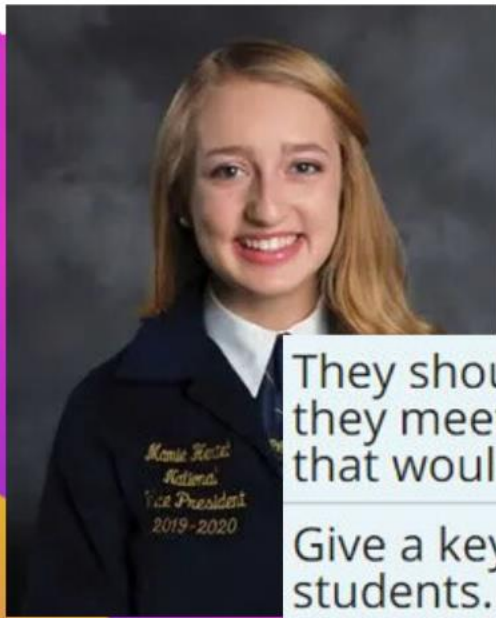
It's great that you can bring the homesick campers out of their shell... but you need to spend time with all of the members, not just a few.

You're a lot of fun and pretty dynamic... but sometimes some people might think you're being bossy or fake.

It's great that you put the team ahead of yourself... but you should take individual risks, too.

You have a lot of passion... but sometimes you're a little intense.

# A NATIONAL FFA OFFICER IS COMING TO YOUR SCHOOL! WHAT SHOULD THEY DO IN THE 45 MINUTES THEY WILL BE THERE? TO HAVE THE MOST IMPACT?



They should come on the day of your pancake breakfast. Not only could they meet people, maybe they could even flip some pancakes with you... that would be pretty cool.

Give a keynote address about character to your chapter and other students. Everyone is inspired by a good speech with an important message!

They should do a few team-building initiatives with chapter members. The officer will leave, but the things they teach you will help your chapter for the rest of the year.

They should do a skit with your chapter officer team for an assembly in front of the entire school. Hello??? This is a NATIONAL OFFICER! How can anyone not want to be in FFA after they realize how cool that is???

Meet one-on-one with a few select FFA members. Even if they're quiet now, talking to a National Officer would mean a lot—a little attention goes a long way!

Talk to the principal about your chapter winning the Ag Issues contest for the state. They don't understand how big a deal that is!!



## The Relator

People don't care how much you know until they know how much you care. As a relator, your leadership super-powers come through others-centered actions and a genuine desire to build relationships with all kinds of people. Whether it's taking time to talk to a homesick camper at FFA camp or making sure to include the shy Greenhands in your chapter through one-on-one conversations, YOU are the person in your great friend and your relator status might just encourage a quiet young member to emerge from their shell and into a spot in an association jacket, someday. That's how your brand of leadership has real influence. We often don't think about it but relator-type leaders can be incredible when it comes to building relationships with adults, too. You don't see connections as transactional – or strictly to accomplish a goal – you see interactions as meaningful and rewarding in and of themselves.

- Relators are easy to like because they spend time building personal relationships that are deep and lasting. Sometimes, a leader focused on building authentic relationships can feel uncomfortable accomplishing tasks within those relationships – remember that leadership is influence – not just friendship. You are serving FFA and those individuals well when you can use your relationship building skills to accomplish goals that serve everyone involved. Another tip for relators - be careful not to let your desire for building and maintaining deep relationships keep you from connecting with larger numbers of people. Relators can come across as shy or disinterested around new people - your inner leader will shine when you let yourself step out of your comfort zone, too.



# Two myths and the truth:

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## **Chapter Office is role to play**

Officers play their parts for ceremonies and represent ideals or stereotypes but all do the same job (or sometimes no job at all).



## **Chapter Office is a personality test**

Members know what kind of student should fill each position based on style instead of skill.



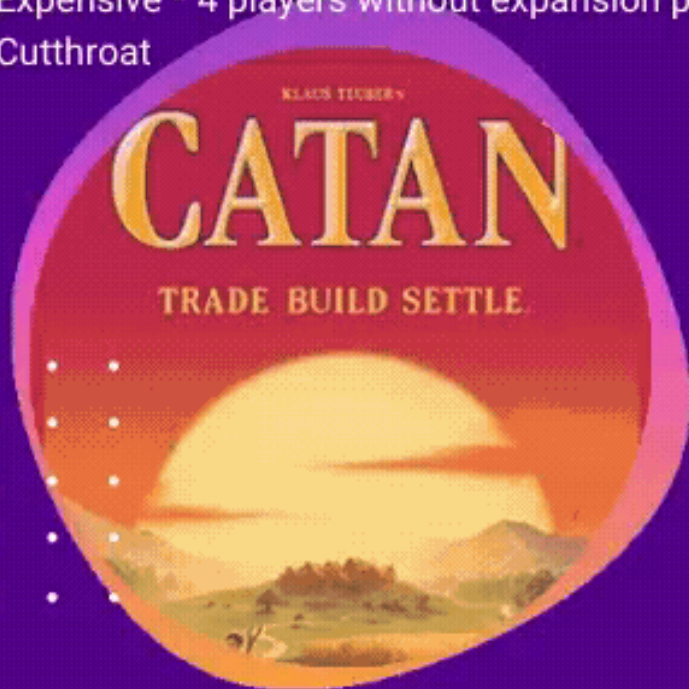
## **Chapter Office is a responsibility and an opportunity to contribute**

Officers execute seen and unseen tasks in a way that improves teamwork skills and grows character and skillsets..

**In every job that must be done, there is an element of fun.  
You find the fun and \*snap\* the job's a game.**

## **Settlers of Catan**

Expensive \* 4 players without expansion pack \*  
Cutthroat



## **Exploding Kittens**

Card game \* Well-sized/portable \* Silly/Outrageous

## **One Night Ultimate Werewolf**

Technology based \* Addicting \* Supernatural



# OTHER ACTIVITIES

## **Bake:**

Have the team make rainbow cupcakes.

## **Build:**

Challenge teams to create a machine to complete a task.

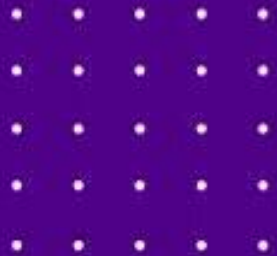
## **Byzantine:**

Discuss a local system with strong bureaucratic structure and identify the essential, unique roles.



# BALANCING ACT

Intentional leadership of chapter officers begins with balancing responsibility and establishing value.





## Unique chapter requirements

Are there any essential tasks a certain officer must complete per school rules? Unique programs that are connected to a position?



## One size may not fit all

All officers should have roles/responsibilities, but not every office may be intended for the same level of commitment. Does your chapter hold certain positions for newer leaders to grow?



## Even it out

Are there tasks the president always does that might fit well under a different office? Are there tasks being overlooked because they aren't assigned to anyone? Are certain jobs seen as unimportant because they're done by a 'lesser' position? YOU can fix that.

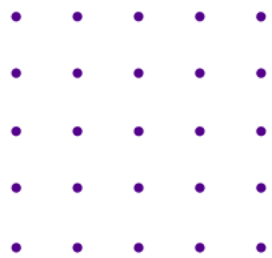


# Consider this:

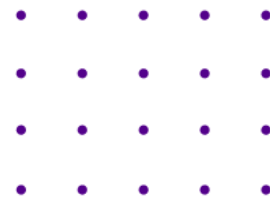
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# STICKING TO IT -

**Management strategies  
that don't leave it all up  
to you...**



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## Self Reporting ●

Include a portion of officer meeting agendas where officers report what they have accomplished and what they have coming up..

## Visual Cues ●

Use a white board in a space in the ag room to document what tasks officers are working on. This prevents 'out of sight out of mind' and helps chapter members know what an officer does. Next level management might use multiple colors to represent officers on team tasks - or introduce urgent-important quadrants for planning..

## Live where their reminders live: ●

Apps like Trello (free) let you share project management - students access details and report completion right from their phones.



# LAST THOUGHTS:

Leadership development of young people is a fluid process that yields concrete results.

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# THE RESULTS - EXPERIENCED LEADERS WHO:



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## **Know when to ask for help**

Personal responsibility drives students to assure their tasks are complete and correct.



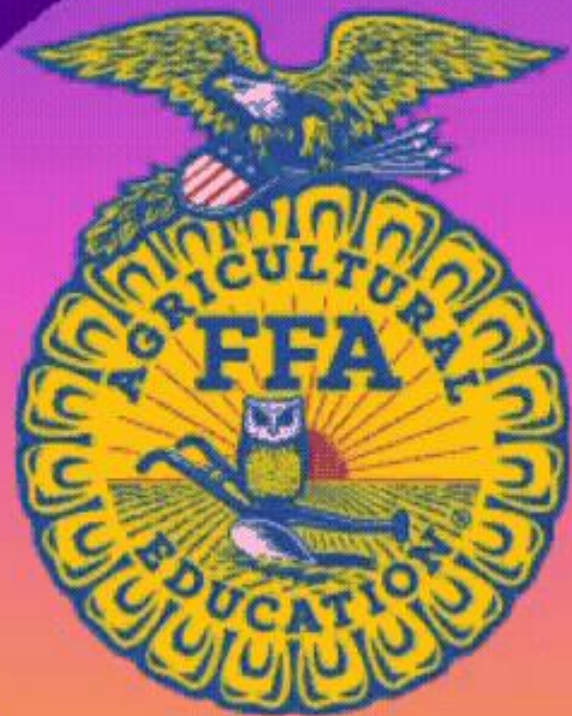
## **Know the value of "all hands on deck"**

Awareness of others' needs grows student confidence in when and how their help adds value and makes a project successful.



## **View serving others as meeting needs instead of being seen.**

When an office is a responsibility instead of a position, talented people learn humility and results-oriented mindsets that will serve them (and their world) their whole lives.



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