

LEADERSHIP AND DEVELOPMENT SEMINAR:

Healthy Organizational Culture

TIPS ON HOW TO ACHIEVE GREAT ORGANIZATIONAL CULTURE

Promote work/life balance

While business is important to prioritize in student organization meetings, also offer opportunities to share how members balance school work, social relationships and their well-being.

Set clear goals each year/semester

Creating goals can help lay the foundation of buy-in and excitement in a student org. Whether it's raising a certain amount of money, or reaching a goal of membership, all goals can build motivation for success.

Recognize members making a difference

People love feeling valued and appreciated. Let members, no matter what position they are, that their role matters. This can be done through verbal recognition with a small prize, or highlighted in a student org email.

Encourage member participation, incentivize

All members have a key role in organizations, whether you are a new member with little experience or an officer in the student org. Keep members engaged by incentivizing attendance, growth, or positive attitude, and it will help keep a positive environment for all members.

Share opportunities for growth and leadership

Allow all members to take advantage of leadership changes and opportunities for professional growth. Carefully consider that even more timid and reserved folks may have a strong passion for the student org vision, but need a gentle nudge for them to realize their full potential.

Encourage the sharing of new ideas

While in group discussion, allow feedback to be made in front of others, and after. Sometimes people are afraid to speak up in groups, so allow opportunities to share their perspective anonymously or through email.

Plan outings for connection

Connection is key and vital for the success of a student org. Student orgs that have a great culture also know how to have fun and get to know each other. Offer lots of opportunities for members to meet folks they might not sit by in meetings or are different class years.

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HOW TO LEAD A WELLNESS-CENTERED STUDENT ORGANIZATION

Assess current meeting, events, fundraisers from a well-being lens

While business is important to prioritize in student organization meetings, also offer opportunities to share how members balance school work, social relationships and their well-being. Do certain fundraising goals cause stress for members? Are events tailored to people of certain fitness levels?

Promote campus resources for wellness support (SW, UCS, SH, SC&A)

Many student orgs have packed agendas, but incorporating a campus resource during general announcements could be really meaningful for students going through challenging times.

Practice what you preach

Utilize a few minutes in a meeting to do a mindfulness exercise, watch a brief video on stress management, or do an ice breaker activity on everyone's favorite way to do physical activity.

Practice flexibility

Allowing more accommodations during busy time of the year could add great value to your student organization. Suggest doing a virtual meeting during mid-term season, or plan for shorter meetings.

Initiate well-being check-ins at meetings

Utilize on the spot polling to learn how your chapter members are doing. Simply making a google form of a few questions including, things like, On a scale from 1-10, what is your stress level? How many hours of sleep are you getting? How are you prioritizing your well-being?