









































The Medallion Program Workshops

Title	Description	Level/College Competence/Domain
Understanding Leadership	Leadership is not just about holding a position. It is more about navigating through a process that results in some kind of change. This interactive workshop focuses on leadership concepts, perspectives and viewpoints. It provides you with the opportunity to develop and enhance a personal philosophy of leadership which is necessary for you to become effective contributors to your organization(s).	  Required Level 1 workshop
Leadership Styles	An effective leader is one who engages members and keeps them interested, motivated, and involved. This workshop will help you discover your leadership style and show you how it affects your interactions with other leaders and group members. This session is beneficial for students with and without formal leadership experience. Gain valuable strategies that will assist you as a student leader now and in future leadership roles.	  Intrapersonal Development
Supervising Your Peers	Before you can be a good supervisor, you need to know your strengths and weaknesses. You need to be able to self-reflect on personal decision making and understand how you as a supervisor affect your peers. On top of all that, you must feel confident with separating personal and professional roles. This workshop provides you skills to practice being an effective supervisor.	  Intrapersonal Development
Values	This workshop will allow you to identify values that are relevant to you. Values guide your life, the decisions that you make, and to a large degree, who you are. Participants will examine how personal values, leadership values, and the process of leadership intersect.	  Intrapersonal Development
Preparing for Failure: What to Do When Things Don't Work	Risk is an essential aspect of entrepreneurship. If your venture isn't successful, learn how to deal with what went wrong, pivot, and begin again. Join this workshop to conquer the fear of failure and gain the tools to set up your Plan B.	  Intrapersonal Development
Toward a More Perfect Union: Social Responsibility and Justice	Humans are social beings. Explore the nature of your relationships with others. What communities do you belong to? Who else is included in your communities? What responsibility do you have to ensure the welfare of others? How can you contribute to social justice? This workshop will prompt students to explore these concepts and questions, and challenge them to articulate a commitment to social responsibility and active citizenship.	  Civic Engagement
Transformational Partnerships	How can you make a difference in your community with so little time in your schedule? How do you know if you're making an impact? Why in the world is Wilson Day required for all students? Explore these questions with a discussion on philosophies of service and a role-play activity designed to help you navigate working with diverse stakeholders to accomplish a common goal. The session will end with a reflection activity to help you examine your impact and leave you with a small collection of resources to make your next trip to the community more powerful.	  Civic Engagement

Leading Through Healing	<p>The foundation of social, community, and family stability is the mental, emotional, and spiritual health of the individuals within these environments. Given the historical and contemporary pressures surrounding the African American community, healing is of vital importance in creating and sustaining a safe and thriving environment for children, youth and adults.</p>	 Civic Engagement
Ethical Decision Making and Leadership	<p>Understanding ethics and values is a vital part of being a student leader. Come learn about this topic and how you can apply an ethical decision making model to your role as a student leader on campus.</p>	 Civic Engagement
Is Queer a Bad Word? Do Ask, Do Tell!	<p>Workshop will be focused on the history of the word Queer. Discussion will occur surrounding the cultural meaning and differing meanings of the word, the use of the word queer, and the role it plays in society. Allyship will also be discussed as well as allyship's role in being a leader.</p>	 Civic Engagement
Safe Zone Training	<p>Safe Zone at the University of Rochester is a dynamic, interactive session for students that includes activities and discussion around inclusive and respectful language, the process of coming out, understanding sexual and gender identity, taking action on our campuses and in our workplaces and where to go for help.</p>	 Civic Engagement
LGBTQ Ally Bootcamp: Learn the Walk to Back-up Your Ally Talk	<p>Do you consider yourself an ally to the LGBTQ community or would you like to be an ally but just aren't sure how? Either way, this workshop is for you! You'll learn to identify some of the microaggressions, structural systems, and language that perpetuates sexual violence and/or leads to oppression of LGBTQ folks. You then start to hone your skills in being an active bystander and true Ally (TM).</p>	 Civic Engagement
Interfaith Literacy for 21st Century Leadership	<p>This workshop will briefly introduce you to issues and concerns that you should be aware of as you lead student groups on a religiously and culturally diverse campus. We will discuss the concepts of bridged and bonded social capital, and what it means to be a leader in a religiously pluralistic environment. We will identify key areas of concern as you plan and execute events on campus where interfaith literacy is important to the success of your work. This workshop offers important leadership tools even for those leaders who do not consider themselves religious and for groups that are engaged in secular programming and activities.</p>	 Civic Engagement
Finding Success Through Delegation and Accountability	<p>There are real struggles to delegating effectively and implementing accountability. This session will peel away barriers of restrictive thinking and reasoning to find success in your ability to delegate and implement accountability successfully.</p>	 Cognitive Complexity
Understanding Privilege and Taking Action	<p>This workshop will engage participants in exploring privileges based on membership of various social identities. It uses a hands-on exercise as a means of having a conversation and dialogue. All participants will have the opportunity to self-reflect on their privileges and think of ways in order to take action within their respective student organizations.</p>	 Cognitive Complexity

Introduction to Decision Making	<p>This workshop advances your understanding of effective decision-making. You need to be committed to the decision personally but also recognize the need to explore different perspectives, gather relevant information and be able to persuade others of its merits. Participants will learn about both the internal and external work that is needed to make decisions.</p>	  Cognitive Complexity
Implicit Bias	<p>The unconscious mind helps to shape our everyday behaviors, attitudes, and decision-making process. As we become a more global society, awareness of our automatic reactions and stereotypes is vital to creating deeper appreciation and understanding of others.</p> <p>This interactive workshop explores the concepts of implicit bias and microaggressions. Students will be empowered to notice their own biases and perhaps advocate on behalf of others with bystander intervention strategies.</p>	  Cognitive Complexity
Startup Storytelling: Become a Master of Pitching	<p>An idea needs to be shared in order to make a difference. Find out how to best pitch your venture or idea to potential clients or investors. Also, gain tips and tricks for telling your story and creating a cohesive narrative.</p>	  Cognitive Complexity
Customer Service	<p>In any job or career customer service is there. Why? Isn't the customer always right, and that's all you need to know? Actually there are a lot of philosophies on customer service some even reflect on how the customer is not right. This workshop deep dives on what is customer service and how you can become skilled at it.</p>	  Knowledge Acquisition
Money Matters: Funding Your Start Up	<p>Do you know how to secure financial backing? Angel investments. Grant money. Bootstrapping. Don't be intimidated by the terms - attend this workshop to determine which source is best for your venture.</p>	  Knowledge Acquisition
Unpacking Sexual Misconduct	<p>When was the last time you talked about sexual misconduct? Was it in orientation? How long ago was that, and what do you remember about it? Does it feel like it was a lifetime ago?! Was it all just a blur?! Do you have some questions that would be helpful to unpack? Revisit and expand on your sexual misconduct training from your first year by discussing how you can be leaders in preventing sexual assault and promoting a safe, consensual environment for yourself, friends, and community. Its on all of us to prevent sexual assault at the University of Rochester.</p>	  Knowledge Acquisition
Intercultural Communication and Awareness	<p>Intercultural Awareness is the foundation of communication and it involves the ability to self-reflect and become aware of our cultural values, beliefs, and perceptions. Why do I think this? Why am I feeling this way? Intercultural awareness becomes central when we have to interact with people who differ from yourself. As human beings, we see, interpret, and evaluate things differently. What is considered an appropriate behavior in one culture is frequently inappropriate in another. Misunderstandings arise when one person uses their perspectives to make sense of your lived experiences. This workshop will allow participants to learn some new tools to be able to adjust their response or actions to differing personal experiences and various intercultural encounters.</p>	  Knowledge Acquisition

Running Effective Meetings	<p>Leading a meeting with creativity and efficiency in mind requires preparation, openness amongst attendees, and excellent facilitation. Improve your strategies for getting your meeting off to a great start, keeping your discussion on target, encouraging cooperation, and accomplishing your action items. In this workshop, you will have the opportunity to design a meeting agenda, brainstorm solutions to tackle some of the most common issues that can occur, and provide input on crucial aspects of leading.</p>	 Knowledge Acquisition
Public Presentation Skills with the Speaking Fellows	<p>This workshop is designed to help students learn how to develop effective speeches and presentations, work on strategies to overcome fear of speaking in public, and utilize resources to make effective presentations. Participants explore the working components of an effective public presentation or speech. Concepts covered within the workshop include preparing presentation and speeches, developing and organizing main points, overcoming anxiety through preparation, and learning a strategic approach for organizing presentations.</p>	 Knowledge Acquisition
Building Time Management Habits and Strategies	<p>How can we remain productive when there are distractions vying for our attention? Developing time management strategies is important for scholarly success and beyond. In this workshop, we will explore time management strategies through discussion and interactive activities.</p>	 Practical Competence
Active Listening Skills	<p>What makes someone a good listener? Think of their characteristics. What can prevent someone from listening carefully? This workshop will examine listening skills and offer ways to improve them.</p>	 Practical Competence
Sexual Violence Prevention	<p>It's On Us (All of Us!) to prevent sexual assault at the University of Rochester. Join members of MOVE and SEGway to discuss how members of the fraternity and sorority community can be leaders in this area and provide a safe environment for our members and our guests.</p>	 Practical Competence
Voice of a Customer: Shut Up and Listen	<p>What do your future customers want? And, more importantly, how can you help them get it? Discover the benefits of listening - really listening - to potential clients. Instructors will teach how to ask specific questions to guide your venture.</p>	 Practical Competence
The Genius of a Business Plan: Be Different and Be Better	<p>A well-crafted business plan can help you keep on track with your goals; it can also convince backers to support your venture. Learn what will make your plan stand out to professors, potential investors, and possible teammates.</p>	 Practical Competence
Utilizing Technology	<p>This session is designed to provide a demonstrable overview for the use of technology for individuals, small groups, and larger organizations. Its purpose is to provide a breadth of physical and theoretical tools for emerging leaders to stay (become) organized, task focused, and progression drive. Its focus will be on web based technologies for time, people, and project management as enhancements to self-reflection and motivation.</p>	 Practical Competence

SWARM Event Manager Training	<p>SWARM is a peer-facilitated event management training for organizations that host events with alcohol. This interactive and participant-focused training is designed to educate participants on the University’s alcohol-related policy and guidelines for event management planning. It also provides an opportunity for participants to build skills necessary for effectively hosting safer events. The training also provides safer drinking strategies for individuals who choose to drink.</p>	 Practical Competence
SWARM Risk Reduction Training	<p>SWARM Risk Reduction Training is a peer-facilitated program for students who are interested in learning more about safer drinking and active bystander strategies but are not hosting events with alcohol.</p>	 Practical Competence
Building Career Competencies Across Campus and Beyond	<p>Often times when we begin to chart a path to plan your career there tends to be an overemphasis on what you cannot do versus what your strengths are and how they can propel you forward. Career planning can be a positive experience and not fraught with anxiety. This session will focus on identifying and discussing what your strengths are and how they can be utilized in your career exploration and planning.</p>	 Practical Competence
Setting SMART Goals	<p>Do you set goals for yourself but never reach them? Does your group, team, or organization feel stalled or as if you’re not sure you’re accomplishing what you set out to? In this session you’ll learn how to set SMART goals for you or your organization that will lead to ever better results!</p>	 Practical Competence
The Practices of Leadership	<p>During this session you will complete the Leadership Practices Inventory to understand your unique leadership style and how it can benefit your organizations. We’ll also discuss how leaders work collaboratively to help a group succeed.</p>	 Required Level 2 workshop
Motivating the Middle	<p>Whether or not we realize it, the effectiveness and success of student organizations on campus is--in large part--an issue of motivation. In this breakout session you'll learn about motivation in organizational contexts</p>	 Interpersonal Competence
Transitioning Leadership	<p>Learn how to transition leadership effectively from one executive board to the next.</p>	 Interpersonal Competence
Membership Retention	<p>You have members in your organization, great, now it's time to take it to the next level. In this workshop we will talk about the layers of membership and how to identify where members are to create strategies for their growth. From this connection with your members you can harness their leadership for your organization in transformational ways. This workshops is geared towards students who hold an officer position in a student organization.</p>	 Interpersonal Competence
Keys to building and leading successful collaboration and co-sponsorship	<p>Innovation happens through “out-of-the-box” thinking. That’s why we collaborate: to create new and memorable programs, to build more inclusive communities, to make the most of our diverse backgrounds and experiences, and to better utilize our resources. Collaboration is in your own best interest...but it requires work. During this session you will learn—among other things—practical steps to successful creative collaborations.</p>	 Interpersonal Competence

Belonging and Accountability (FSA NMEi)	<p>The Belonging and Accountability workshop is an interactive workshop designed specifically for fraternity and sorority new member educators to help them understand how belonging and accountability relate to their roles as new member educators and how they affect the chapter beyond the new member process, learn ways to increase belonging in their chapter during and after the new member process, and learn strategies related to healthy confrontation and ways they can practice informal accountability within their chapter.</p>	 Interpersonal Competence
Advanced Goal Setting: Keep Calm and Get Stuff Done	<p>Why are goals important? Because without them you don't go anywhere! Whenever you see anything worthwhile being done anywhere, it is because someone is behind it with a passion, a belief and a goal. Goal setting makes the difference between mediocrity and excellence and accomplishment. Participants will learn how to create goals and use them effectively to establish priorities that meet the needs of a group or organization.</p>	 Interpersonal Competence
Advanced Leadership Styles	<p>An effective leader is one who engages members and keeps them interested, motivated, and involved. This workshop will help you discover your leadership style and show you how it affects your interactions with other leaders and group members. This session is beneficial for students with and without formal leadership experience. Gain valuable strategies that will assist you as a student leader now and as a professional in the future.</p>	 Interpersonal Competence
Supervising your Peers: Part II	<p>Building off of workshop <i>Supervising Your Peers</i>, Part II focuses not on what kind of supervisor you are but how to be an effective with those you work with. Working with your peers can be difficult, especially if you are friends. Add being a supervisor to them can result in missed expectations and communication errors. This workshop will provide tips on how to work with others in your supervising role.</p>	 Interpersonal Competence
Being An All-Star Facilitator	<p>In many types of group situations, and particularly in complex discussions or those where people have different views and interests, good facilitation can make a difference. This workshop provides a toolbox of techniques to better appreciate being a facilitator and support learning in a group setting.</p>	 Interpersonal Competence
Teambuilding: Learning Different Strategies and Practicing Them	<p>This session features interactive teambuilding activities accompanied by a conversation about the importance of working cohesively within an organization. Participants will learn about effective communication, collaboration, and conflict resolution.</p>	 Interpersonal Competence
Non-violent Communication	<p>Would you like to get what you want in a way that doesn't upset others but instead builds trust and connection? Nonviolent Communication is a process that is taught around the world. Check out this workshop offered by Gandhi Institute staff.</p>	 Interpersonal Competence
Conflicts 101: Harnessing the Power of Ideas	<p>In this session you will explore how trust and creativity relate to conflict. Through discussion techniques will be practiced for managing conflict with self and others. You'll leave the session with a framework for analyzing and working with conflict.</p>	 Interpersonal Competence

<p>Consensus Building</p>	<p>Does your group struggle to come to a decision? Do you always feel as though you are compromising or resorting to a vote to finish every conversation? Learn more about coming to consensus. During this presentation we will have fun activities, games, problems to solve, and more. Learn how to make a group come together better. How to make decisions to keep the team members energized and involved in the decision making process.</p>	<p style="text-align: right;">  Interpersonal Competence </p>
<p>Becoming a Safe Zone Trainer</p>	<p>Do you want to train allies for the LGBTQ community? Then the Becoming a Safe Zone Trainer program is for you! In this interactive workshop, you will work with others to learn how to pace a training, read the room to determine level of participant knowledge, tailor trainings to the needs of a group, grapple with difficult scenarios, and use your own experience as an ally and/or member of the LGBTQ community to build rapport. Upon completion of this training, you will be able to partner with a Burtgett Intercultural Center employee to co-lead Safe Zone Trainings for UR students. Please note that you must have attended a Safe Zone training in the past year to be eligible for this workshop.</p>	<p style="text-align: right;">  Interpersonal Competence </p>
<p>Opposites Attract: Turning a Group of Strangers into a Team</p>	<p>Explore strategies for creating a diverse and balanced team. Instructors will go over general strategy for increasing team diversity and will review personality typing tools to assist in managing group dynamics. Attend this session to determine how your strengths can help you find potential partners, and learn how to maintain/grow working relationships along the way.</p>	<p style="text-align: right;">  Interpersonal Competence </p>
<p>Badass Bystander</p>	<p>Take the extra step to empower and protect yourself, friends, and community members by becoming a Badass Bystander! Go beyond what you have learned in 'Unpacking Sexual Misconduct' by actually employing the three D's of being an active bystander. This program will help participants gain crucial skills to take action and start an effective conversation to address and prevent instances of sexual misconduct.</p>	<p style="text-align: right;">  Interpersonal Competence </p>
<p>Conflicts 101: Harnessing the Power of Ideas</p>	<p>In this session you will explore how trust and creativity relate to conflict. Through discussion techniques will be practiced for managing conflict with self and others. You'll leave the session with a framework for analyzing and working with conflict.</p>	<p style="text-align: right;">  Interpersonal Competence </p>
<p>Conflict Mediation</p>	<p>Students will learn their own personal conflict style and how that impacts their role as mediators. Students will discuss the value of mediating a conflict. Students will learn techniques for managing conflict in their role as student leaders as well as in their personal lives. Students will observe a mediation and evaluate the skills of the mediator.</p>	<p style="text-align: right;">  Interpersonal Competence </p>

Key for College Competency



INTERCULTURAL & GLOBAL FLUENCY

Through the development of skills, knowledge, and understanding, students demonstrate cultural humility, and both value and respect diverse and intersectional experiences, including variances in culture, race, gender, socioeconomic status, ability, religion, national origin and other markers of the human experience. Becoming aware of implicit bias and privilege develops the capacity to engage and communicate within different cultural contexts.



CAREER DESIGN & MANAGEMENT

Ability to identify and understand interests, skills, strengths, knowledge, and experiences in order to tell one's story. Through ongoing critical reflection, students explore career choices, build connections between competencies, and seek growth opportunities. Students are able to self-advocate and design opportunities while being cognizant of environmental and cultural contexts.



LEADERSHIP

Through formal and informal positions, students can be a leader. Students leverage the



Through formal and informal positions, everyone can be a leader. Students leverage the strengths of community to reach common goals and use interpersonal skills for coaching and development. Through a process of learning and applying skills, students can accomplish measurable and meaningful change.



CRITICAL THINKING & PROBLEM SOLVING

An iterative, dynamic process through which students formulate questions, define problems, become aware of biases and assumptions of self and others, evaluate arguments from multiple, contradictory sources, and synthesize pertinent information. Through this process students can positively impact decision making to address needs in a real-world context.



TEAMWORK

Mutually beneficial relationships complement individual work and are required for robust learning. By connecting with others, students test ideas, challenge assumptions, and navigate conflicts. Working together, students solve problems and drive innovation for the betterment of communities.



ADAPTABILITY & RESILIENCY

Ability to demonstrate flexibility and readily adjust in response to change and innovation builds perseverance, which allows re-framing of problems and navigating community resources to overcome challenges. Through this process, students identify approaches, alternate paths or new opportunities to achieve desired results.



ORAL & WRITTEN COMMUNICATION

Communication grounds our interactions and connects us with others. Writing, reading, speaking, and listening help us make sense of the knowledge, ideas, and value of others so that we can discover and articulate new perspectives. Effective communication leads students to discover, develop, test, and share our ideas.