

Tips for Good Supervision

Alpha Sigma Phi Fraternity

“The most successful chapter Presidents usually tend to be brothers who make a major impact on their brothers’ lives. When you think of the most influential people in your life, you will often recognize a consistent set of skills. The most successful Presidents understand each of the following supervising skills, and focus on improving each one in their daily life to better serve their brothers and their chapters.”

Tips for Successful Supervision

■ Set Clear Brotherhood Goals

Every brother must know your essential brotherhood goals.

It seems like common sense that everyone knows the brotherhood’s overall goals. But it’s amazing when you talk to brothers or new members who don’t completely grasp it. As president, you can never assume the brothers know your brotherhood’s goals. Informed brothers will grasp and appreciate goals; stay focused on what is important, and more importantly, limit what is not.

■ Set Realistic Completion Timelines

It’s important to set realistic timelines to complete tasks. You’re the expert who understands what a reasonable time to complete a given task is. If you set unrealistic goals, it says a lot about your expertise. If you set realistic timelines for specific tasks, your brothers will respect your decisions and vice versa.

■ Ensure Proper Training and Tools

Having proper training and tools to accomplish brotherhood tasks seem like common sense, but it’s often overlooked or underestimated by Presidents. It’s essential that you understand how to identify skill and tool deficiencies. You should always encourage your brothers to have input on officer training. You set the standards, but you should be receptive to new ideas. In addition, you should require your fellow officers to maintain accountability and to identify deficiencies to you as the President.

■ Fair and Consistent

A successful president should always remember to always **be firm, fair and consistent** with all of his brothers. Being firm with a brother means they understand that there are firm consequences if they either violate policy or fail to meet chapter standards or goals.

Treating someone fairly means to treat every brother without preferential treatment. It’s very difficult to be totally impartial when dealing with a high performer versus a low performer, but it is one of **the most important traits to have as President**. You will lose valuable respect from your brothers if you’re ever deemed to give anyone preferential treatment. Once you lose this respect, it’s almost impossible to regain.

Being consistent is one area that is often underestimated. Being consistent on how you act from day to day is critical. As President, it’s important to be professional when confronted by an angry brother. When you remain calm and remain consistent with policy, you will remain professional. Being consistent is one of your greatest assets as a president.



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■ Be a Good Communicator

It is important to always communicate openly and honestly; a brother should always know how he is doing, but should hear when he should be working to improve. As president, you must also be able to allow for input and therefore be accessible. Ask your brothers what they think of a certain project because they have a lot to offer! Tell your brothers they are free to ask you questions and discuss concerns, and periodically **ask them** if they have any questions. Always be open to learn how to improve your skills by attending workshops, taking classes, and reading all of the Fraternity Officer Resource Materials; reading all of the resource material will help you to better understand their roles and allow you to supervise that much better.

■ Encourage Innovative Thinking

Every brother is important and will contribute when they feel their inputs are important to the chapter. If they perceive a lack of interest from officers or no one is following through, they will cease future input. When a brother understands that his input is valuable, he will keep a **mindset to look for improvement**. Brothers' inputs are very valuable to the success of your chapter. You can also encourage creative thinking through a formal or informal reward system.

■ Delegation: Trust and Verification

Trust and verification are critical for Presidents who are responsible for brothers who are not under direct supervision. Trust can only be earned, but it's important to verify. When you **delegate your authority**, you're showing your trust in brothers' abilities. Presidents who understand trust allow brothers to perform at their peak. And vice versa, those who micro manage relate an image of mistrust and that is bad. Your high performers understand the importance of mutual trust and delegating tasks accordingly.

■ Advancement Preparation

All Presidents should appreciate the importance of preparing their brothers to **advance within the chapter**. Not all brothers want to become officers, but all brothers want some type of advancement. Advancement could be incentives rewarding achievement such as higher grades or a commitment to service. It's important that your brothers understand that you're interested and can provide them with information on how to improve themselves in the chapter.

■ Appreciation

The basic need to feel appreciation for work performed is important. When a brother feels appreciation, they will work even harder for you. When a brother completes a task and does it well, tell them you appreciate it. You can never assume your brothers and fellow officers understand how you feel about what they are doing for your chapter. A simple thank you for a job well done goes a long way and it does not cost a penny.

