

FIELD MANUAL

BE THAT BROTHER

BE KNOWN • BE LOVED • BE INSPIRED

BOYSIE BOLLINGER
LEADERSHIP ACADEMY

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The **Boysie Bollinger Leadership Academy** is a new and inventive three-year initiative made possible by the generous support of esteemed Brother Donald T. “Boysie” Bollinger (University of Louisiana at Lafayette, 1971).

As such, this comprehensive fraternity-wide program will bear his name and will include training in original and innovative *curriculum*, ongoing interactive *connections* with life coaches and mentors, and the opportunity to earn an individual *certification* in personal and professional knowledge, skills, and hands-on experiences.

Drawing upon the life and leadership lessons from our nation's history and heritage, this year-round adventure will continue to include annual Regional Leadership Conferences, Biennial Summer Conventions, Biennial Summer Immersive Experiences, plus many other advancements and improvements in achieving our mission to actively develop servant leaders.

Brother Bollinger is Chairman and CEO of Bollinger Enterprises LLC. He was formerly the Chairman and CEO of Bollinger Shipyards, Inc., providing construction, repair and conversion products and services to the military and commercial marine industries.

Brother Bollinger is involved with the United States Coast Guard Foundation, The Nature Conservancy of Louisiana, the United Way, and the Boy Scouts of America, among other non-profit organizations and philanthropic causes. He is also Chairman of the Nicholls State University Foundation.

Unsurprisingly, Brother Bollinger was recently designated as the 2017 Man of Achievement! This award program recognizes Brothers who have risen to prominence in their fields of endeavor. These Brothers not only serve to inspire our members, but serve as a great source of pride for Phi Kappa Theta. The award was established in 1984.

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EVALUATE

your personal journey into manhood



INTROSPECTION

This introductory session sets the stage for this *Be That Brother* experience by inviting you to complete this introspective questionnaire. This reflection tool is designed to help you discern the dynamics that have shaped your own personal journey into manhood.

Please whichever adjectives or phrases that would best describe your current feelings as a young man (check as many or as few as apply):

- | | | | |
|---------------------------------------|--|--|--|
| <input type="checkbox"/> Apathetic | <input type="checkbox"/> Hiding | <input type="checkbox"/> Generous | <input type="checkbox"/> Desperate |
| <input type="checkbox"/> Strong | <input type="checkbox"/> Transparent | <input type="checkbox"/> Enthusiastic | <input type="checkbox"/> Risk-Taking |
| <input type="checkbox"/> Failure | <input type="checkbox"/> Angry | <input type="checkbox"/> Scared | <input type="checkbox"/> Insecure |
| <input type="checkbox"/> Weak | <input type="checkbox"/> Self-Consumed | <input type="checkbox"/> Energetic | <input type="checkbox"/> Emotionally Healthy |
| <input type="checkbox"/> Smart | <input type="checkbox"/> Confident | <input type="checkbox"/> Tired | <input type="checkbox"/> Authentic |
| <input type="checkbox"/> Disorganized | <input type="checkbox"/> Struggling | <input type="checkbox"/> Sexually Frustrated | <input type="checkbox"/> Pretending |
| <input type="checkbox"/> Connected | <input type="checkbox"/> Numb | <input type="checkbox"/> Loving | <input type="checkbox"/> Bold |
| <input type="checkbox"/> Proactive | <input type="checkbox"/> Leader | <input type="checkbox"/> Eager | <input type="checkbox"/> Childish |
| <input type="checkbox"/> Responsible | <input type="checkbox"/> Confused | <input type="checkbox"/> Self-Conscious | <input type="checkbox"/> Disciplined |
| <input type="checkbox"/> Addicted | <input type="checkbox"/> Sideline | <input type="checkbox"/> Others-Centered | |
| <input type="checkbox"/> Insecure | <input type="checkbox"/> Passive | <input type="checkbox"/> Happy | |
| <input type="checkbox"/> Self-Assured | <input type="checkbox"/> Initiator | <input type="checkbox"/> Irresponsible | |

What kinds of words or phrases come to mind when you consider the kind of man that you want to become?



INTERACTION

Anonymous Note Card Exercise

Label one side of the card “currently” and the other side of the card “hopefully.”
On the first side of the card, write 3-5 words from the previous list that would best describe your current reality as a young man in this present-day season of your life.
On the second side of the card, write a few words or phrases that you would desire to be true for your future as you grow and develop as a man.



INTROSPECTION

Please ✓ which of the following factors you think have contributed to your personal perspective of manhood, for good or bad. (check as many or as few as apply):

- My Dad
- My Friends
- My Extended Family
- Religious or Spiritual Community
- School
- My Mom
- Pornography
- Mentors
- Books, Magazines, Blogs, Websites; Examples:
- Television or Movie Celebrities; Examples:
- Early Childhood Experiences; Examples:



INTERACTION

Discuss together with your brothers which of these influences have shaped your perspective about manhood.



INTROSPECTION

Please briefly answer the following questions:

The one question I wish a trusted mentor or life coach would answer for me this weekend is this:

If I had to choose one word or phrase that best described how I feel about myself as a man, it would be:

If there was one thing I would change about myself as a man, it would be:

At my funeral, I would hope that family, friends, and close colleagues would ascribe to me these qualities as a man:



INSIGHT

The transition from boyhood into manhood is often characterized by ambiguity and uncertainty that leaves many young men wondering and wandering aimlessly through the four seasons of their lives, while longing for mentor-guides who can shed light on positive principles and best practices of being a man.

As discovered during this introductory session, many factors shape the masculine identity of young men, but few influences have quite the impact of close friends.

As Phi Kappa Theta brothers for a lifetime, that is the rationale for focusing this third-year weekend experience of the Boysie Bollinger Leadership Academy on this essential topic of extraordinary friendship... because without question, the excellence of our character and choices throughout our lives will be determined by the quality and priority of our friendships.

Every man resembles with whom he most closely relates.

EXPLORE

the need for extraordinary brotherhood



BIG IDEA

Every human being has a desperate need for transformative friendships where we can be known, loved, and inspired.

However, particularly for men, they are often self-sufficient, slow to risk, conflict avoiders, embarrassed by weakness, ashamed of their struggles, wired to hide their true selves, and terrified of being exposed.

Consequently, they often live lives that are isolated, lonely, confused, and marked by shallow relationships and a mediocre existence.



INTROSPECTION

Invest a few minutes and circle key words or phrases in the Big Idea that you have observed in the lives of your fraternity brothers and/or can personally relate.



INTERACTION

Work together to construct a definition for extraordinary friendship:



INSTRUCTION

FIVE FRIENDSHIP INSIGHTS

- 1 Personal maturity is marked and measured by expanding, encouraging, and expressive friendships.
- 2 Dynamic friendship is achieved simply by being intentional about including, involving, and investing in people.
- 3 Deep friendship never magically develops on accident.
- 4 Focus first on becoming the friend you want to find.
- 5 Genuine friendship is not just nice, but necessary.

FIVE FRIENDSHIP INSECURITIES

- 1 I do not have much to offer in friendship.
- 2 My personal struggles need to be kept private for my safety and security.
- 3 I feel the need to avoid conflict in friendship.
- 4 I am an introvert who is, by nature, not very expressive or encouraging.
- 5 I have been hurt one too many times by close friends.



INTERACTION

Share with the brothers who are sitting around you which of the five insecurities you most personally relate.



INTROSPECTION

List the names of your three to five closest friends with a brief description of what constitutes “closeness” when you consider the nature of these friendships.

1

2

3

4

5

ENVISION

the pathway to extraordinary brotherhood



BIG IDEA

At the end of life, there is only one thing that will truly matter... and that is meaningful connections, close friendships, and intimate relationships with human beings.

When on our deathbed, we will only be referencing, remembering, and reminiscing about the important people in our lives. If this is the case, a personal commitment to experiencing extraordinary friendships should be our #1 priority each and every day.



INSIGHT

Extraordinary friendship is only experienced by those who are simultaneously:

- 1 Completely Known
- 2 Unconditionally Loved
- 3 Consistently Inspired



INSTRUCTION

FOUR PHASES OF FRIENDSHIP

Basic Phase #1: **Acceptance**

Intermediate Phase #2: **Affirmation**

Advanced Phase #3: **Accountability**

Mature Phase #4: **Authority**



INSIGHT

Movement through the various phases of friendship is always a result of intentional choices in the face of relational risks.



INSTRUCTION

FIVE FRIENDSHIP INGREDIENTS

1 Time (Commitment & Investment)

2 Togetherness (Companionship & Involvement)

3 Talking (Conversations & Interaction)

4 Transparency (Candidness & Insight)

5 Trust (Confidence & Intimacy)



INTROSPECTION

Assign a Grade (A → F) to each of the five ingredients as you consider the nature of your friendship with your three to five closest friends.

Friend's Name	Time	Togetherness	Talking	Transparency	Trust



INSTRUCTION

Ten Characteristics of Extraordinary Friends

1 Connection

2 Chemistry

3 Compatibility

4 Core Values

5 Calling

6 Course of Life

7 Communication Style

8 Comfort with Conflict

9 Character

10 Commitment

EXAMINE

the obstacles to extraordinary brotherhood



BIG IDEA

Young men crave extraordinary friendship.

Sadly, many men inadvertently sabotage the opportunity to experience these transformative relationships throughout their lifetime due to a variety of challenges and choices... such as boyish games, jerkish tendencies, dysfunctional guy talk, and mask wearing.



INTERACTION

Share with the larger group of your experiences with these three childhood games: **King of the Mountain**, **Keep Away**, and **Hide & Seek**.

What is your favorite childhood memory of one or more of these games? Also, did you ever have an experience when the game went too far and was no longer fun?



INSTRUCTION

Boyish Games that Men Still Play as Adults

KING OF THE MOUNTAIN

A game about seizing power
A game about securing position
A game about seeking popularity

KEEP AWAY

A game motivated by selfishness
A game rooted in self-indulgence
A game that triggers stealing

HIDE AND SEEK

A game that encourages pretending
A game that facilitates mask-wearing
A game that keeps people at a distance

Boyish Games that Men Still Play as Adults (cont.)

CONSEQUENCES OF CARRYING THESE CHILDISH GAMES INTO REAL LIFE

- Lonely Individualism (Life is all about me.)
- Heartbreaking Isolation (I am all alone.)
- Distorted Sense of Reality (I don't even know who I am.)
- Constant Fear of Exposure (What if others find out who is behind this mask?)
- Shallow Relationships (No one knows the real me.)
- False and Temporary Intimacy (I can't find a romantic partner who fills the hole in my heart.)
- Unawareness of Personal Shortcomings (I have my act together - why don't others.)
- Avoidance of Risk (I manage my life in such a way as to never fail.)
- Extremely Cautious of Self-Disclosure (I never let my guard down.)
- Prone to Exaggeration and Lying (I will say whatever to keep this façade going.)
- Blame-Shifting is Second Nature (It is always someone else's fault.)
- Destructive Choices (I need to numb the pain that creeps up in my heart.)



INTROSPECTION

Write down one of the three boyish games you are most tempted to play in adult life, and then which of the 12 corresponding consequences you are experiencing as a result.



INTERACTION

Large Group Discussion

Would a few of you share with the larger group an example (maybe even from the past few weeks) when it felt like someone was being a jerk to you?



INSTRUCTION

How Not to Be a Jerk

THE CONCEPTUALIZATION OF A JERK

A jerk is someone whose own woundedness, lack of self-awareness, and emotional immaturity often hurts, offends, and/or annoys other individuals within his sphere of influence.

THE SEVEN CHARACTERISTICS OF A JERK

- 1 Complaining
- 2 Comparing
- 3 Competitive
- 4 Cynical
- 5 Critical
- 6 Combative
- 7 Conceited

THE FIVE CORE ISSUES OF JERKINESS

- 1 Selfishness
- 2 Insecurity
- 3 Frustration
- 4 Passivity
- 5 Entitlement

THE SEVEN CHOICES TO REVERSE JERKINESS

- 1 From complaining... to Contentment
- 2 From comparing... to Confidence
- 3 From competitive... to Collaborative
- 4 From cynical... to Cheerful
- 5 From critical... to Complimentary
- 6 From combative... to Cooperative
- 7 From conceited... to Contribute

FOUR FULL-PROOF CURES FOR JERKINESS

- 1 Come clean by admitting your own needs, weaknesses, and shortcomings.
- 2 Commit to inviting feedback and accountability from trusted friends.
- 3 Care about people by daily expressing appreciation and affirmation to others.
- 4 Choose 21 days of gratitude.



INTROSPECTION

It is easy to spot a jerk when we encounter him/her, but it is more difficult to identify jerkish tendencies in our own lives.

Invest a few minutes to review the seven characteristics and five core issues of jerkiness, and then consider how they might be present in your own life.



IMPLEMENTATION

Within the next 48 hours, take the initiative and invite constructive feedback from one or two close friends about potential jerkish attitudes or actions that might exist in your own life to which you might be unaware.



INSIGHT

A man's ability to engage in extraordinary friendship with others is most affected by the *substance* and *style* of his **communication**: what he says, how he speaks, and his choice of words.



INTROSPECTION

On the following page, put a ✓ in front of every statement that accurately reflects your use of words in the past six months with a friend, family member, acquaintance, or significant other.

In other words, if you have spoken the statement in quotations to someone (but privately had the thought or unstated intention as indicated in the parentheses), check the box.

In the last six months, I have said:

- “I love you” (but was selfishly wanting something in return).
- “I will try” (but never intended to follow through).
- “I’m listening” (but was preoccupied with my own thoughts).
- “I’m fine” (but inside I was hurting).
- “I’ll be there” (if nothing better comes up).
- “It didn’t bother me” (but it did).
- “I was just joking” (but I wasn’t).
- “Nothing ever goes my way” (to invite an uplifting response).
- “That’s great news!” (but I didn’t really care).
- “I’ll never be good enough” (to find pity from others).
- “I totally suck at…” (in order to solicit a compliment).
- “We really need to hang out” (with no intention of making that actually happen).
- “I will give you a call later” (and you never intend to).
- “I will see you there” (and you don’t show up).

In the last six months, I have:

- spoken an unkind word, but clouded by humor.
- spoken a kind word to someone, but didn’t actually mean it.
- spoken something untrue about myself or my accomplishments.
- spoken a negative comment about one friend to another friend.
- spoken about a trusted secret about one person to another person.
- spoken sarcastically about something that I wanted to share with an individual but didn’t have the courage to confront in a direct way.
- complained about the weather or some other insignificant fact simply because I didn’t know what else to say.
- made a racist comment behind someone’s back.
- made a homophobic comment behind someone’s back.
- made a sexist comment behind someone’s back.
- inflated a story to get a good laugh from others.



INTERACTION

Sharing as specifically or as generally as you prefer, share with one or two brothers sitting next to you how this reflective exercise made you feel and what you learned about yourself.



INSTRUCTION

The Danger of Dysfunctional Guy Talk

THREE KEY PRINCIPLES OF GUY TALK

- 1 Words are a window into the soul.
- 2 Communication is always happening, with or without verbal communication.
- 3 How we talk and what we say reveals much about our character and inner world.

TWO DISTINCT PARADIGMS OF GUY TALK

- 1 **Traditional:** Childish, Critical, and Closed
- 2 **Transformative:** Confident, Curious, and Complimentary

FIVE COMMUNICATION FLAWS FOR GUYS

- 1 Racism, Stereotyping, and Hate Language
- 2 Grumbling and Complaining
- 3 Gossip and Backbiting
- 4 Sarcasm and Course Humor
- 5 Exaggeration and Lying

FOUR ROOT ISSUES OF DYSFUNCTIONAL GUY TALK

- 1 Insecurity
- 2 Jealousy
- 3 Entitlement
- 4 Fear

THREE RARE AND EXTRAORDINARY TALK TACTICS FOR GUYS

- 1 Admit Failure
- 2 Ask Forgiveness
- 3 Affirm Friends/Family



INSIGHT

The choice to be known by others will be the most *terrific* and *terrifying* decision in life. However, for most men, we choose to wear carefully crafted masks for the purpose of self-protection and self-preservation at the cost of being fully alive. **Most of us are hidiers.**



INSTRUCTION

The Art of Hiding Behind Masks

FIVE CLASSIFICATIONS OF MASKS

- 1 **Struggles:** those areas of personal weakness that we downplay or ignore

- 2 **Storms:** those difficult circumstances that we did not invite or instigate

- 3 **Secrets:** those present-tense parts of our lives that we keep private

- 4 **Scars:** those insecurities or injuries that we disregard or disguise

- 5 **Skeletons:** those past experiences that we lock away in mental closets

Categories What We Hide

- 1 Unhealthy decisions
- 2 Hurtful choices
- 3 Shameful experiences
- 4 Traumatic situations
- 5 Confusing desires
- 6 Private longings
- 7 Painful emotions

The Art of Hiding Behind Masks (cont.)

Causes Why We Hide

- 1 Embarrassment by personal struggles
- 2 Dissatisfaction with personal story
- 3 Preoccupation with public perception of others
- 4 Concern with shifting social status
- 5 Fear of unmet expectations or being hurt again

Costs What Happens When We Hide

- 1 I have a false sense of reality about myself.
- 2 I struggle to understand and interpret my inner world.
- 3 I am powerless to make positive life changes.
- 4 I experience distance and disconnection from others.
- 5 I face disintegrating spiritual, mental, and emotional health and well-being.

Changes How To Stop Hiding

- 1 Review each dimension of your story: shapers, successes, stresses, struggles, storms, secrets, scars, and skeletons.
- 2 Reveal each dimension of your story to a community of trusted friends.
- 3 Refuse to leave out certain dimensions or details.
- 4 Rehearse the language of friendship.



INTERACTION

Mask Exercise



INSIGHT

Transparency is an important milestone for any man.

For those who take a risk and share with close friends and trusted mentors those scary and unsettling pieces and parts of their lives, they often experience several of these benefits: reality is perceived, vision is returned, burdens are lifted, freedom is felt, guilt is deflated, shame is banished, emotions are mended, health is restored, fear is gone, hope is renewed, and friendships are deepened.

Note: For two additional brotherhood exercises that have proven to deepen friendships among communities of men, see Appendix #1 (*Encountering Diversity Exercise*) and Appendix #2 (*The Secrets Box*).

SESSION FOUR

EMBODY

the qualities of an extraordinary brother



BIG IDEA

Empty cups can't pour, and you cannot impart what you do not possess. If you are not enjoying extraordinary friendships within your personal life, you will lack the substance and skills to connect with others in meaningful ways.

Furthermore, your influence within Phi Kappa Theta, as well as beyond your fraternity experience in other spheres of your life, will be limited by your ability to establish genuine and authentic friendships with human beings.



INSIGHT

True influence is activated and lasting impact is achieved when a leader is more *interested* in others than being *interesting* to others.



INSTRUCTION

LIFEGIVER

Loving Intentional Fun Expressive Generous Inquisitive Vigorous Enthusiastic Responsive

THE PROBLEM

Most people are lifetakers (self-consumed and self-absorbed).

WHY LIFETAKERS AREN'T OFTEN LIFEGIVERS

- 1 They may be preoccupied with what other people think about them.
- 2 They care about people, but only to the degree that they get something out of them for their personal benefit.
- 3 They are stuck in the comparison trap.
- 4 They are selfish... and make life all about them.
- 5 They may have never seen lifegiving modeled in their past or current family, social, or professional environments.
- 6 They suffer from the leaky bucket syndrome.



INTROSPECTION

DECIPHERING YOUR LIFEGIVING QUOTIENT (LQ)

- 1 Have you ever permanently broken yourself of a bad habit?
- 2 How do you respond when things go wrong for you?
- 3 How do you handle criticism?
- 4 Do you readily secure the cooperation of others and win the respect and confidence of others?
- 5 Would people trust you with handling a very difficult and delicate situation?
- 6 Can you align people to happily do something - which they would not normally wish to do?
- 7 Can you accept opposition to your viewpoint, without feeling defensive?
- 8 Do you find it easy to make and keep friends?
- 9 Are you dependent on the praise and approval of others to keep going forward in a particular task?
- 10 Are you at ease in the presence of superiors and strangers?
- 11 Are you really interested in people?
- 12 Do you possess tact - being able to anticipate the likely affect of a statement before you make it?
- 13 Do you nurse resentments, or do you forgive quickly injuries done to you?
- 14 Are you naturally optimistic or pessimistic?
- 15 Do other people's failures annoy you?
- 16 Are you naturally critical or affirming?
- 17 Do you shun the draining person or seek them out?



INTERACTION

What did you learn about yourself as you reflected on the 17 LQ Assessment Questions?



INSTRUCTION

BEST QUALITIES AND PRACTICES OF A LIFE GIVER

Loving an individual means...

- accepting them unconditionally, regardless of their behavior or beliefs.
- serving them and meeting their needs tangibly.
- caring about them, putting down your guard and letting your heart feel.
- showing love to them.

Being **intentional** with an individual means...

- going to them, and not waiting for them to come to you.
- hanging out in their world and on their turf.
- moving close, making eye contact and engaging.
- making that phone call, setting up that hang out time and stopping by their home.

Having **fun** with an individual means...

- doing fun stuff with them, without an agenda.
- being their friend, just because.
- being spontaneous.
- laughing at their jokes, enjoying their quirks and celebrating their joys and successes.
- diving headfirst into their world of interests – taking risks and trying new things with them.

Being **expressive** with an individual means...

- encouraging their strengths and unique contributions.
- telling them how you feel about life – both the good and bad.
- telling them how you feel about them and their friendship.
- letting them see the emotions that flow from your pain and pleasure.
- sharing life-words, with no expectation of verbal feedback.

Being **generous** with an individual means...

- sacrificing your time to be with them.
- sharing your prized and precious possessions with them.
- being generous with your financial resources.
- seeking out opportunities to meet tangible needs in their lives.
- the willingness to share your heart, desires and dreams.

Being **inquisitive** with an individual means...

- being sincerely interested in other people.
- rejecting passivity in conversations.
- a willingness to carry the conversation, if needed.
- not giving up on the quiet or socially awkward person.
- taking risks to explore with them the deeper issues of their lives; initiating conversations that most matter.
- courageously asking personal questions in a caring way.
- understanding the importance of timing, tact and tone in conversations.
- asking intelligent, open-ended questions.

Being **vigorous** with an individual means...

- persistence despite relational barriers.
- asking probing questions to uncover the root issues.
- responding to relational distance with expressive care.
- not shrinking back when conversations get tense.
- forging ahead even when friendship is not reciprocated.
- being the first to pursue resolving conflict or acknowledging relational tension.

Being **enthusiastic** with an individual means...

- approaching each day with an optimistic outlook.
- lighting up when they share important thoughts.
- being energetic and excitable when with them.
- laughing hard with them.
- giving your friendship with them your all.

Being **responsive** with an individual means...

- being fully engaged when they are sharing with you.
- learning to use the power of touch as relational glue.
- maintaining great eye contact in conversation.
- responding quickly to their initiative with you.
- replacing that blank stare with an interested facial expression.
- offering verbal and non-verbal responses.
- becoming a student of your friend: seeking to know and understand their ways.
- picking up on their cues for help – and doing something about it.



INSIGHT

Lifegivers are also known for their unique ability to truly see people, carefully listen to others with attentiveness, and interact with others with a charming and curious spirit.



INSTRUCTION

THE ART OF ENGAGING IN MEANINGFUL CONVERSATIONS

Embark on the journey of becoming a skilled conversationalist.

What a skilled conversationalist is

an engaged, encouraging and expressive listener

What a skilled conversationalist is not

a pushy and preachy proclaimer of personal preferences

Appreciate the intrinsic power of good questions.

- 1 Question asking communicates genuine care.
- 2 Question asking expresses humility.
- 3 Question asking empowers others to reflect upon their lives.
- 4 Question asking encourages others to seek out their personal understanding of truth.
- 5 Questions invite questions in return.



INTERACTION

Please share an example with each other of a time when you were on the giving and/or receiving end of a meaningful question that seemed to take a friendship to the next level.



IMPLEMENTATION

See **Appendix #3** for *DMB Resource Guide: Catalog of Questions* that can be utilized in both personal and professional contexts.



INSTRUCTION

Personality, Practices, & Prompts for Cultivating an Interpersonal Connection with People

STEP #1: BEST PERSONALITY: R.I.C.H.

Relaxed **I**nquisitive **C**ompassionate **H**umble

STEP #2: BEST PRACTICES: TEN TIPS!

- 1 Make the goal: being a lifegiver and not a lifetaker.
- 2 Listen before talking.
- 3 Make eye contact.
- 4 Be fully present.
- 5 Take off your mask; be yourself.
- 6 Listen with your face.
- 7 Express what you feel about them.
- 8 Ask *why* a lot.
- 9 Keep an eye out for root issues and explore them.
- 10 Utilize the phrase: "That is so interesting. Tell me more about that."

STEP #3: BEST PROMPTS: CONVERSATION ENHANCERS

- 1 I want to be your friend, and this is why...
- 2 This is what I would hope to be true of our friendship...
- 3 You are special to me, and this is why...
- 4 You are fantastic, and this is why...
- 5 I am struggling and/or hurting, and this is why...
- 6 I need your help, and this is what I am asking for...
- 7 I was wrong, and this is why... And I am so sorry.



IMPLEMENTATION

In light of this session and the various principles discussed, decide on three immediate action steps to which you will commit as a brother of Phi Kappa Theta.

ACTION STEP #1

ACTION STEP #2

ACTION STEP #3

ENVISION

your chapter's future as an extraordinary brotherhood



BIG IDEA

Consider what a collegiate or alumni gathering might feel like if there are dozens of brothers in the same space who are life-giving leaders fueled by a passionate desire to become and behave in a manner that is honorable; who think more about tomorrow's future than today's fun; who remove their masks and live authentically with one another; who are more interested in others than being interesting to others; who are more passionate about people than popularity and parties; who are transparent with one another about their honest struggles; who are committed to engaging in conversations that matter and awaken the best version of themselves; who speak to one another in a curious and affirming manner; who refuse to engage in gossip, backbiting, or complaining; who are open to constructive feedback from brothers; who own their mistakes, admit personal failure, and are willing to ask for forgiveness; who are enthusiastic about cultivating a culture where healthy conflict resolution is commonplace; and who are daily embodying the motto to "give, expecting nothing thereof."



INTERACTION

Which phrase(s) from the **Big Idea** strikes a chord with you as you think of your brotherhood and the dreams you might have for your collegiate or alumni chapter?



INTROSPECTION

Looking inward within yourself, what are attitudes and actions you can choose immediately for yourself (regardless of the behaviors of others) that will positively impact your brotherhood?



INTERACTION

Looking outward across your brotherhood, what are attitudes and actions you feel others could embrace and exhibit that will positively impact your fraternal community?



IMPLEMENTATION

Developing a Brotherhood Covenant

We, the brothers of Phi Kappa Theta at _____, commit to diligently preserving the ideals of our (collegiate or alumni) chapter, by first and foremost pursuing R.E.A.L. manhood in our personal lives, making the unity of our brotherhood of highest priority, and committing to living out the principles of extraordinary friendship as prescribed by our forefathers and current mentors.

Knowing that the excellence of our larger community will only be as strong as the health and depth of our friendships with each other, we commit to making every effort to wholeheartedly live out this portrait of dynamic friendship on a daily basis.

We also realize that as imperfect men in an imperfect world, we will fail to fully live up to the commitments within this covenant - and yet, we commit to pushing past our shortcomings, learning from our mistakes, and aspiring to these precious values with great passion.

I will speak to each of you with honor, respect, and dignity.

I will celebrate my personal successes with you, knowing that my successes in life are somehow tied to my connection with and support from each of you. I will choose to believe that we are on this journey together!

I will welcome any feedback from you regarding my personal life, choices, or overall fraternity life – and when there is consensus among the brothers regarding changes that are required in my life, I will submit to these men.

I will not assume that I know what is going on within your heart. I commit to asking clarifying questions, before jumping to conclusions. I commit to believing the best in regard to your motives, decisions, and actions.

I will not speak a negative word about any man in this brotherhood to any person outside of this brotherhood, ever!

As well, if I ever feel frustrated, hurt, or annoyed by you – I will speak to you face-to-face about these things, as soon as possible. I will be diligent to repair any tension or break in our friendship, and to completely restore our closeness.

I will not withdraw from you or blow you off in my heart. In our differences, disagreements, or preferences – I commit to moving toward you as my friend. If I am confused by something I see in you, I will talk to you about it.

If I see something in your life that I believe does not reflect or honor the ideals of our brotherhood, I will care enough about you to humbly bring that to your attention. I will reject the notion that it is ‘none of my business’ or ‘not my place.’

If I see you have an emotional, relational, or physical need, I will reach out to you and seek to help. I will commit to picking up the wounded and hurting within our community, doing whatever it takes to help restore them.

As I seek to resolve tension with you, I will commit to being first concerned with how I have wronged you, before examining how you have wronged me. I will apologize for of any poor choices that have negatively affected our personal friendship or the morale of the larger community. And as you apologize for any wrong done to me, I will always forgive you.

When I fail, I will not hide from you, but I will bring the specifics of my choices into the light with men in this community. And if I am struggling with anything of significance, I refuse to bottle up my problems or attempt to “go it alone.”

When you come to me with a concern or criticism, I commit to being open and receptive to your input, assuming that there is a good reason for your initiative with me, and I will carefully consider what you say.

As we interact, I will look not only as to how I can give to you, but eagerly seek the blessing of receiving from you. I will not shrink back from needing you, depending on you, or leaning on you. I will allow myself to rely on you.

I commit to you verbal expressions of appreciation and love. If I am encouraged by your life, growth, successes, decisions, or gestures – I will not rob you of the joy of hearing how proud I am of you. I will not shrink back from expressing affection.

If we have a scheduled time for meeting together as a brotherhood, I will never blow it off; I will make sacrifices to be there. And if something comes up, I will ask for the leadership's permission to miss the function, and will keep everyone in the loop as to the reasons for my absence. I am well aware that my absence affects the entire community.

I commit to knowing, understanding, and appreciating you, not only as a part of Phi Kappa Theta, but as a friend as well.

Signed _____

Dated _____



FINAL INTROSPECTION AND INTERACTION

WHAT I AM THINKING:

WHAT I AM FEELING:

WHAT I AM WONDERING:

WHAT I AM FEARING:

WHAT I AM WISHING:

WHAT I AM LEARNING:

WHAT I AM DECIDING:

WHAT I WILL BE DOING:



APPENDIX 1: ENCOUNTERING DIVERSITY

Encountering Diversity Exercise

Plan a brotherhood event where every brother gathers together to learn more about the various cultural differences represented among the members of the chapter. Each brother takes as many index cards as he chooses to share about himself. On one side of the card, he writes the descriptor (race, ethnicity, nationality, geography, family values, sexual orientation, gender identification, religious-spiritual-secular ideology, political persuasions, socioeconomic status, education, ability) and on the other side of the card, he writes the specific details of that descriptor (e.g. African-American, Indian, Cuban, rural town, bisexual, conservative, male, Buddhist, dyslexia, etc.).

Each participant will use masking tape to hang the cards on the front of his body with the general descriptor visible to others and the specific details turned inward and hidden from view. The activity is to walk around the room mingling together and observing the various cultural identifiers displayed on each of the chapter members. Then in the second phase of the exercise, brothers are encouraged to approach other brothers and initiate conversations with one another and ask permission to know more about their personal cultural differences. (Example: “Joe, do I have your permission to know more specifically about your disability?” or “James, I would like to know more about your religious ideology. Can I turn over your card?”).

Obviously, the goal is to kickstart a conversation that might last for a few minutes or more, depending on the individual’s willingness to share in response to the listener’s questions about the cultural differences.

To conclude the event, it is suggested that everyone sit together and debrief the activity with a series of questions, such as “How does this exercise affect your feelings about your brothers and/or the chapter in general? What were some of the cultural commonalities and differences that were discovered about each other? Share with the group when you felt excited to learn something about another brother and maybe a time when you felt a bit uncomfortable?”

Important Note: *When sharing together as a larger group, do not share specific details about another brother’s cultural identity (without his permission), as it is possible that someone shared personal information with a few select brothers that he would rather not share with the entire chapter.*



APPENDIX 2: THE SECRETS BOX

The Secrets Box

If you want to deepen dramatically the sense of close community in any chapter, this exercise is a successful and time-tested activity. Place a locked Secrets Box in a prominent place within the chapter office or house. This box should have a small slit in the top to accommodate index cards and a pad lock with the key kept in safekeeping by the the most trusted brother within the collegiate or alumni chapter.

For one week, the brothers are encouraged to place anonymous index cards in the box that record a personal secret, a personal scar, a personal skeleton, a personal storm, or a personal struggle about themselves (one comment per card with no limit on how many cards can be submitted by any individual).

At the end of the one-week period, the brothers gather together for a very serious (no silliness), sacred (no sarcasm) and somber (no shenanigans) event where the trusted facilitator unlocks the box and slowly and audibly reads every index card in the box.

The brothers are then invited to process together what they heard and how they feel. As part of this community experience, brothers will be offered the opportunity to publicly connect their names to some of the secrets, scars, skeleton, storms, and struggle cards that were read outloud.

Ideally, as the activity progresses and brothers both affirm and accept those who are being transparent with the group, more and more brothers will feel comfortable doing the same.

DEFINING TERMS

Secrets: those present-tense parts of our lives that we keep private

Scars: those insecurities and injuries that we disregard or disguise

Skeletons: those past experiences that we lock away in closets

Storms: those trials and difficulties that unexpectedly swept into life

Struggles: those weaknesses that prove to be a constant personal battle



APPENDIX 3: CATALOG OF QUESTIONS

About an individual's background (family, childhood, life experiences)

- ❓ Where did you grow up?
- ❓ What was the hardest thing about growing up for you?
- ❓ Tell me about your family.
- ❓ Where did you go to high school? What kinds of things were you involved with then?
- ❓ What do your parents do for their careers?
- ❓ Do you have a boyfriend or girlfriend? Tell me about your relationship.
- ❓ What do you miss most about home, now that you're at college?
- ❓ How well did you get along with your siblings?
- ❓ Are your parents married or divorced? How has their relationship affected you?
- ❓ What about their marriage would you like to also emulate? What about their marriage would you like to do differently in your long-term relationships?
- ❓ Have you ever attended religious services? Tell me about your religious background. In what ways has that experience been positive or negative for you?
- ❓ Where have you traveled? What was your favorite place and why?
- ❓ How would you describe your present relationship with your family?
- ❓ What order are you in your family? Did you like that? How do you anticipate your birth order has affected you?
- ❓ How many times did you move while growing up? What was your favorite place that you lived?
- ❓ Were pets a part of your upbringing?
- ❓ Who was your best friend growing up? Is she or he still your best friend? Why or why not?
- ❓ What was your first job?
- ❓ Where did you and your family vacation?
- ❓ What is your favorite memory growing up?
- ❓ What is your worst memory growing up?
- ❓ What was the most frightening memory of your childhood?

- ❓ Have you ever been close to death as a kid?
- ❓ What about your family has had the greatest impact on you?
- ❓ What is the most important lesson you learned from Mom? Dad?
- ❓ What kind of family did your parents come from? Do they act like your grandparents? How or how not?
- ❓ Who are you closest to in your family and why?
- ❓ What was the one thing you would have wished your dad would have said to you growing up, but he never did?
- ❓ What was the one thing you would have wished your mom would have said to you growing up, but she never did?
- ❓ Do you have any special family traditions growing up?
- ❓ How did your family celebrate the different holidays? Christmas? Thanksgiving? Easter?
- ❓ Tell me about your relationship with your grandparents.
- ❓ When growing up, what kinds of things did you do over summer break?
- ❓ What were your hobbies as a kid? Are they still your hobbies today?
- ❓ What one event in your life has most shaped you – for good or bad?
- ❓ If you could change one thing about your childhood – what would it be?

Asking an individual's advice or opinion

- ❓ Who is your hero?
- ❓ What do you think of the President?
- ❓ What political party would you affiliate yourself with and why?
- ❓ What do you think of religious people you've met? Best interaction and worst interaction?
- ❓ If there were one thing you would change about our world, what would it be?
- ❓ How do you think we should get rid of terrorism?
- ❓ Which religion do you like the best? The least? And why?
- ❓ What is the most important lesson parents should teach their kids?
- ❓ What kind of music do you listen to? And why?
- ❓ What would be your advice to the couple that just broke up, and they want to know how to get over it in a quick and healthy way?
- ❓ Who do you think was/is the most influential spiritual leader in the world?

- ❓ Do you think there is one absolute truth? How do you know if it's true?
- ❓ What do you feel is the role of religious institutions in this day and age?
- ❓ What are the three major goals for your life?
- ❓ If you could describe God in a sentence or two, what would your description be?
- ❓ What do you think about the institution of marriage?
- ❓ Do you think there is an after-life? And if so, where do people go after they die?
- ❓ After graduating from college, where do you want to live?
- ❓ Have you ever read any sacred spiritual text? Which one(s) and what was your impression?
- ❓ What are your thoughts about abortion?
- ❓ What are your thoughts about the death penalty?
- ❓ What you think about (particular television show)?
- ❓ What do you think about (particular book)?
- ❓ How old should you be before you date?
- ❓ Do you think the drinking age is fair and beneficial?
- ❓ In your opinion, what is the best place to take a date?
- ❓ What is the one quality that you would most want in a spouse?
- ❓ Do you believe in evolutionism or creationism?
- ❓ Do you want to have kids? How many, do you think?
- ❓ What kind of characteristics do you look for in a friend?
- ❓ How do you define "best friend?"
- ❓ How do you envision heaven?
- ❓ How do you envision hell?
- ❓ What keeps you motivated to make it through each day?
- ❓ When you wake up in the morning – what helps you get out of bed?
- ❓ I've got (this problem) – how would you deal with it?
- ❓ Who is your favorite author?
- ❓ Do you think aliens exist? Is there life on other planets?
- ❓ When you were a kid, what did you want to be when you grew up? Is that still your aspiration?
- ❓ Which emotion is most frightening or uncomfortable for you?

Involving an individual's imagination

- ❓ If you could rule the world, what would you do first?
- ❓ If you could travel anywhere, where would you go?
- ❓ If you could meet one person, who would it be?
- ❓ What would be your perfect job?
- ❓ If you won a million dollars, how would you spend it?
- ❓ If you knew you had three months to live, how would you spend your last 90 days?
- ❓ If you could change one thing about your personality, what would it be?
- ❓ If you could change one thing about your physical appearance, what would it be?
- ❓ What age would you be again and why?
- ❓ What time period in history would you like to visit?
- ❓ Where do you see yourself in five years?
- ❓ Describe for me your perfect day.
- ❓ If you were God, what would be your first task?
- ❓ If you had one question that could get a definite answer, what would it be?
- ❓ How would you spend your time, if you never had to work again?
- ❓ If you could take one book to take on an island, what would it be?
- ❓ If you could bring one person back from the dead, who would it be and why?
- ❓ If you could change one thing about our campus, what would it be?
- ❓ You have unlimited resources and manpower - what problem would you fix and how?
- ❓ If you could be anyone, who would it be?
- ❓ If you could ask God one question - what would it be?
- ❓ If you could be famous, what would you want to be famous for?
- ❓ If you had to choose one, would you rather find a cure for AIDS or cancer?
- ❓ Who do you most want to meet in heaven? How do you know they'll be there?
- ❓ How do you want people to remember you?
- ❓ What do you want your parents? Friends? Kids? Spouse? - to say about you at your funeral?
- ❓ If you could travel back in history and ask one person - one question - who would it be and what's the question?
- ❓ How would you describe the perfect family? Marriage? Relationship?

- ❓ What would you do if a meteor were about to hit the earth?
- ❓ If you could be a sports star – what would the sport be?
- ❓ If you could own one car, what would it be and what would it look like?
- ❓ Is there something that you could never forgive someone for?
- ❓ Would you be open to marrying someone of a different ethnicity?

Asking for an individual's emotional responses

- ❓ How would you feel if your parents/roommates/best friend died?
- ❓ How would you feel if someone told you they loved you unconditionally and always would?
- ❓ How did you feel when you first fell in love?
- ❓ How would you feel if you and your best friend were fighting?
- ❓ What makes you most happy? What makes you most sad?
- ❓ When are you most afraid?
- ❓ What circumstance would have the greatest potential of setting you off?
- ❓ How do you deal with grief?
- ❓ How do you feel about moving away from home and becoming independent?
- ❓ How do you feel about graduating from college?
- ❓ How would you feel if someone close to you committed suicide?
- ❓ How would you feel if you lost all your money?
- ❓ How would you feel if you found out you had terminal cancer?
- ❓ How would you feel if you had to move away from all your friends or family?
- ❓ How did you personally react to September 11, 2001?
- ❓ How would you feel if your best friend told you he or she were gay?
- ❓ What are you doing when you most feel alive?
- ❓ As a guy – what most makes you feel most like a man?
- ❓ Would you rather be deaf or blind, if you had to choose – and why?
- ❓ If you were to witness a murder – how do you think you would respond?
- ❓ How would you feel if your parents were getting a divorce?
- ❓ How would you feel about the effects of alcohol on people's behavior?
- ❓ How do your friends make you feel about yourself?

APPENDIX 4

A PORTRAIT OF REAL MANHOOD

R REJECT PASSIVITY AND IRRESPONSIBILITY

Men don't have to be lazy, undisciplined, unproductive, or numb. You can stop coasting and instead choose to live life on purpose and with clear intentions and direction.

E EXHIBIT HONESTY AND INTEGRITY

Men don't have to hide, lie, pretend, distance themselves from people, or keep that big secret. You can be truth-tellers in every situation and in every relationship.

A APPRECIATE TRANSPARENCY AND CONNECTEDNESS

Men don't have to wear a mask, keep real feelings bottled up, or trudge through life alone. You can initiate, cultivate, and enjoy transformative friendships and meaningful romantic relationships with others.

L LEAD INTENTIONALLY AND AUTHENTICALLY

Men don't have to shrink back, hesitate, avoid risks, or wait for someone else to take the initiative. You can try new things, seize opportunities, and refuse to be immobilized by insecurity or fear of failure.

APPENDIX 5

TWELVE DIMENSIONS OF LIFE





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Dr. Michael Brown is the Founder, Lead Coach, and Chief Consultant of **DMB Coaching**.

Over the past two decades through national leadership as a management consultant, life coach, motivational speaker, and organizational architect, Michael has engaged thousands of clients in exploring their purposes, relationships, and directions, with special emphasis on developing in each of the Twelve Dimensions® of Life. Recently, the launch of his Three Words Podcast provides fresh insights each week on making each choice count and every moment matter.

Michael travels extensively regionally and nationally – sharing with higher education professionals, business leaders, professional athletes, association executives, college students, and faith communities his insights on innovative leadership paradigms, the art of relationship marketing, the nature of high-powered teams, interpersonal conflict resolution, human development, life management, dynamic relationships, emotional intelligence, health and wellness, social justice, redesigning and rebranding organizations for success, and his original Lifegiver® Leadership Model.

At the request of numerous organizations and companies, Michael has developed volumes of tailored curriculum on hundreds of topics that help companies and clients become the best version of themselves.

Having studied journalism [B.A.] and political science at Ohio University; counseling and communication [M.Min] at a seminary in Chicago; and higher education administration [Ph.D.] at Bowling Green State University, Dr. Brown is the author of the “Twenty-One Father-Son Conversations About Love, Dating, Marriage, and Sexuality.” One interesting fact about Michael is that he worked as a Wal-Mart television personality for the Midwest in 2014, when he filmed 24 commercials with this #1 Fortune 500 Company. He is also developing a new partnership with the NFL, and will soon launch a podcast with Emmy Award-winning sportscaster James Brown.

Michael has a passion for leading the charge with his wife Teresa, four sons, and five daughters to be a force of positive change within society. The Brown Family has served as a household for dozens of foster children over the last two decades and were selected as the 2008 Bowling Green Family of the Year. Michael’s personal hobbies include rigorous exercise, people watching, and peanut butter.



MEET THE COACHES

Shawn Cramer

Shawn Cramer has invested the past decade assisting college students in achieving their personal and professional goals. As National Innovation Team Leader for Global Outreach, Shawn focuses on creative ways to engage students and mobilize them to influence others across the globe. After meeting with thousands of young men from all across the world, he distills this wisdom into powerful coaching opportunities in order to help young men take practical steps into a positive and progressive portrayal of manhood.

With an enthusiastic social media following, Shawn furthers this masculine developmental theme by turning parenting moments with his son into engaging posts called Man Training. He holds a B.S. in Mathematics from the University of Northern Colorado and an M.A. in Theology and Urban Development from Western Theological Seminary.

Shawn married his high school sweetheart, Shayna, and together they have two kids: Jace and Kylie.



MEET THE COACHES

Beau Johnson

Beau's personal mission is to empower local leadership to activate innovation and inspire change. Beau leads with a bias towards action and a bent towards future-thinking. Over the last fifteen years he has helped large complex organizations "turn the ship" towards a desired future as they respond to cultural and economic changes. After spending nine years in Higher Education, Beau is currently the Chief of Staff at one the largest non-profits in Atlanta.

Beau loves speaking, writing, and learning about personal and organizational change. He has spoken at hundreds of conferences, seminars, and events to a variety of audiences from topics ranging from parenting, diversity, leadership, and survival. He is insatiably curious about leadership and helping leaders discover how to use stories and metrics to lead strong. He can't wait to help you discover what's next for your personal and organizational leadership.

Beau studied higher education management [M.A.] and is finishing a doctorate in leadership, specializing in change management.

Beau lives in Georgia with his wife Nicole and four energetic children. Over the last ten years, their family has been a host to foster children and cheerleader to foster parents. He loves campfires, bulletproof coffee, and Lewis & Clark.



MEET THE COACHES

Gabe Dunbar

Gabe Dunbar has served as a higher education professional for the past decade at three different universities: Michigan State University as a mentor in the Honors College, Siena Heights University as the Director of Student Engagement and Assistant Dean for Students, and most recently at Bowling Green State University working predominantly with military and non-traditional students. While at Siena Heights University near Detroit, Gabe worked closely with Greek Life chapters at this Catholic liberal arts institution in their recruitment efforts, philanthropic priorities, and leadership development.

At the center of each of Gabe's professional roles is mentoring and coaching students who find themselves within a variety of seasons and stations of life. Even now, he serves as a mentor for the Vanguard Men's Community at BGSU, a thriving men's movement on campus where highly-visible Greek leaders gather to become the best versions of themselves. Gabe graduated with a degree in Mathematics from Indiana Wesleyan University, and he earned a Master's degree in Student Affairs Administration from Michigan State University.

Gabe is married to his wife Shauna and father to two children: Harper & Griffin. He is a sports enthusiast and loves being outside working on his lawn and chasing his kids around.



MEET THE COACHES Dan Costello

Dan Costello has established himself as a leader in the automotive industry where he has ascended to the position of Senior Purchasing Manager at Dana Incorporated in Maumee, OH. Since his undergraduate years at the University of Toledo as a peer mentor of male college students, Dan continues to grow in his passion for developing men and assisting them in discovering and cultivating their purpose in life.

Besides his work as an executive coach, Dan currently supervises a team of 40 ambitious employees at Dana. In fact, since graduating from the University of Toledo with a Business degree, he has infused his passion for intentionally developing people into the fabric of his career. His corporate senior leadership team recently selected Dan to create a professional development plan to leverage the leadership potential of Dana's 300+ purchasing employees globally through one-on-one mentoring and coaching.

At the end of the day, what is most important to Dan is his wife Laura, his two sons, and his beautiful daughter. Some of Dan's personal interests are performing as a percussionist, running, journaling, and sports of all kinds (as both an athlete and spectator).



MEET THE COACHES

Dr. Tyler Schwanz

Dr. J. Tyler Schwanz helps to lead one of the largest and fastest growing chiropractic masterminds in the nation. He holds weekly conference calls with graduate students and business owners in an effort to collectively raise the bar within the chiropractic profession, as well as inspire every human being he encounters to dream a bit rebelliously, take risks courageously, and live life without fear. Based out of Waterville, Ohio, he co-owns and operates Rebel Chiropractic, and serves the Northwest Ohio region with Gonstead chiropractic care. He graduated magna cum laude from The Ohio State University with a degree in Health Sciences and summa cum laude from Life University in Marietta, GA with his Doctor of Chiropractic degree.

Most recently, Tyler has joined DMB Coaching as a featured blogger to share his inspiring insights and expand his voice nationally. Already a sought-after motivational speaker on a variety of health and wellness topics, Tyler is a featured presenter at AMPED (Advanced Mentorship Program for Entrepreneurial Development) Live Events across the country, where he speaks about life transitions, creating cultures of community, and ironically, servant leadership.

Dr. Schwanz is husband to Kelsey and father to two sons: Ellet and Holden. When Tyler is outside of the office or not speaking at large-scale events, he enjoys deer hunting, traveling, and snowboarding.



MEET THE COACHES

Nick Gillispie

Nick Gillispie has spent the better part of the past two decades mentoring young people and inspiring families. He devotes the best hours of each day teaching and leading a non-profit organization in Bowling Green, OH. Specializing in the development of the emotional and spiritual dimensions of college men's lives, Nick's passion is to empower them to make choices today in light of who they hope to become tomorrow.

Nick is a life coach for men from all backgrounds, including college athletes, military students, and even a notable rap artist. As a member and advisor of Sigma Alpha Epsilon, Nick also has extensive knowledge of the Greek Community and enjoys challenging and supporting fraternity men in becoming the best version of themselves. He is uniquely equipped to assist fraternity members in overcoming the obstacles in their lives that prevent them from achieving their goals. Nick also serves alongside of Dr. Michael Brown in advising the Vanguard Men's Community at BGSU, which is the largest mentoring initiative of its kind on a college campus in America.

Nick is married to his amazing wife, Ali, who has been the single most influential person in his growth as a distinguished leader. The Gillispies have four rowdy kids: Grant, Madison, Riley, and Griffin. In his spare time, Nick loves working with his hands, fitness training, and dabbling in the art of brewing beer.



MEET THE COACHES

Casey Greenawalt

Casey has spent the past five years recruiting, empowering, and leading teams as a full-time staff member at CedarCreek, one of the largest non-profit organizations in Northwest Ohio. His team is responsible for creating a safe and engaging environment while also connecting with and caring for 900+ families. Through communicating and building intentional relationships, he carries a passion for helping people discover and live out their unique purpose.

Also, Casey enjoys his role as a communicator where he often gets to create interactive presentations for over 10,000 people. These presentations aim to help each guest to find freedom in their life, discover their unique purpose, and ultimately learn how they can make a difference.

This passion for developing others goes beyond his professional career. Casey also serves with Dr. Michael Brown and other DMB Coaches, as a mentor in Vanguard Men's Community at BGSU, which is the largest mentoring initiative of its kind on a college campus in America.

Casey is married to his beautiful and incredibly talented wife Jenna. Together, the two of them have been leading and mentoring a group of high school students. This development has focused on helping them build community among one another, as well as leading these students to take steps of growth in the twelve dimensions of life. Outside of that, Jenna and Casey love to travel to new adventurous places, talk in depth about the enneagram, and spend time with family.



MEET THE COACHES

Justin Brown

Justin Michael Brown is the oldest son of DMB Coaching founder Dr. Michael Brown and is soon to hold the title of “doctor” himself. As an alumnus of The University of Akron and a soon-to-be graduate of the University of Toledo College of Medicine, Justin is captivated by his mission to partner with individuals on their lifelong journey to health.

Justin’s path to success began in high school when he read Stephen Covey’s *The 7 Habits of Highly Effective People*. Over the next 8 years, he received a full-tuition scholarship to the undergraduate institution of his choice, transformed his college a cappella group into one of the university’s most professional and profitable organizations, earned his Bachelor of Science in Nursing degree while simultaneously completing 42 additional credits of pre-medical prerequisites, and scored among the top 15% of students nationally on the first part of the United States Medical Licensing Examination – all while taking an entire 24 hours off of work every single week.

As a mentor for the Vanguard Men’s Community at Bowling Green State University and an active member of the DMB Coaching executive leadership team, Justin is passionate about helping others reach their fullest potential both personally and professionally. A husband to Noelle and a brother to eight, Justin is a lover of sandwiches, sunsets, and significant conversations.



MEET THE COACHES Russell Catania

Russell Catania began developing mentoring relationships with peers and young adults in 2015 to help others frame and build bridges to their personal and educational goals. By the time he completed his Bachelor of Science in Biomedical Engineering at the University of Akron, Russell had mentored students in the College of Engineering, Nursing, Arts and Sciences, and multicultural programs. He used his roles in Academic Support and campus organization leadership as a platform to reach out to students in elementary school through higher education, having an unsung preference in thought-provoking conversations about the spiritual, emotional, professional, relational, and personal dimensions of one's life.

Russell joined the coaching community with his work on DMB Coaching's Three Words podcast, where he debuted two impactful conversations about how to *quit your complaining* and *practice saying no*. He continues his involvement with the Bowling Green State University Vanguard Men's Community as a mentor to college-aged men. Russell is eager to work with individuals across the country to help them develop strong and intentional relationships.

Russell is encouraged in his personal growth as a leader and mentor by his better-half Ashlyn, and family in Northeast Ohio. Russell is currently a medical student at the University of Toledo College of Medicine and Life Science, a researcher, a cellist and vocalist, a novice woodworker, and a lover of grilled cheese.



MEET THE COACHES

Grant Sims

Grant Sims has two great passions in life: helping people live their best lives and personal finance. His career perfectly blends these passions as he serves as a Senior Financial Planner at a local wealth management firm. Each day he helps guide clients as they discover what their greatest passions and desires are in life. He then helps to build a plan that aligns their finances with the things that most deeply motivate them to accelerate successfully living out their best life.

Grant's passion for life coaching was fueled as he served as a peer mentor in college at Ohio State University, where he also saw incredible personal growth as he was mentored by industry professionals and spiritual leaders. He currently sits on the Board of the Maumee (Ohio) Chamber of Commerce, where he has initiated professional development programs.

He also serves as the Alumni President of his high school where he has built a student development program and leads their board in its mission to serve and connect with Alumni across the country.

Grant is married to his incredible wife Jenna and they have one daughter, Sadie. They are passionate about spending time with their extended families that live in Northwest Ohio, renovating their new home, traveling around the world to new places and exploring their local community.

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