

Positive Team Building & Member Integration

Saint Leo University Lions Prevention Program

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Introduction to Positive Team Building {introduction}

Why Choose Positive Alternatives?

Traditional hazing practices are based on outdated concepts that actually **weaken** group cohesion. Modern research shows that positive team-building activities create:

- **Stronger bonds** based on mutual respect
- **Higher retention** of engaged members
- **Better performance** in organizational goals
- **Positive reputation** for your organization
- **Personal growth** for all participants
- **Lasting friendships** and professional networks

Core Principles for Positive Activities

- ✓ **Voluntary Participation:** No coercion or pressure

- ✓ **Mutual Respect:** Equal treatment for all members
 - ✓ **Meaningful Purpose:** Activities connect to organization goals
 - ✓ **Safety First:** Physical and emotional safety prioritized
 - ✓ **Inclusive Design:** Activities welcome all abilities and backgrounds
 - ✓ **Value-Based:** Aligned with Saint Leo's core values
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New Member Integration Activities {new-member-integration}

Week 1: Welcome & Foundation

Day 1: Welcome Celebration

- **Activity:** New Member Welcome Dinner
- **Purpose:** Create warm, inclusive first impression
- **Details:**
 - Formal dinner with current members
 - Presentation of organization history and values
 - Personal introductions and sharing
 - Gift of organization merchandise
- **Time:** 2-3 hours
- **Materials:** Venue, food, welcome packets

Day 3: Values Workshop

- **Activity:** Interactive Values Exploration
- **Purpose:** Connect personal values with organization mission
- **Details:**
 - Small group discussions on Saint Leo's core values
 - Personal values assessment
 - Create individual mission statements

- Share how personal goals align with organization
- **Time:** 2 hours
- **Materials:** Worksheets, flipchart paper, markers

Day 5: Mentor Matching

- **Activity:** Mentor-Mentee Speed Dating
- **Purpose:** Connect new members with experienced mentors
- **Details:**
 - 5-minute rotations with potential mentors
 - Question cards to guide conversations
 - Mutual selection process
 - Commitment ceremony for partnerships
- **Time:** 1.5 hours
- **Materials:** Timer, question cards, commitment forms

Week 2: Skill Building & Connection

Team Challenge Day

- **Activity:** Problem-Solving Olympics
- **Purpose:** Build teamwork and communication skills
- **Details:**
 - Mixed teams of new and current members
 - Series of puzzles and challenges
 - Emphasis on collaboration, not competition
 - Debrief on teamwork strategies
- **Challenges Include:**
 - Escape room scenarios
 - Build-a-tower challenges
 - Communication games

- Strategy puzzles
- **Time:** 3-4 hours
- **Materials:** Challenge supplies, prizes for all

Community Exploration

- **Activity:** Saint Leo Campus & Community Tour
- **Purpose:** Build connection to place and community
- **Details:**
 - Walking tour of campus highlighting history
 - Visit to local community partner organizations
 - Lunch at local restaurant
 - Discussion of community service opportunities
- **Time:** Half day
- **Materials:** Transportation, meal budget

Week 3: Service & Leadership

Service Project Launch

- **Activity:** Choose Your Impact Project
- **Purpose:** Begin meaningful community service
- **Details:**
 - Presentation of 3-4 service options
 - New members choose based on interests
 - Mixed teams work on projects
 - Regular check-ins and support
- **Project Ideas:**
 - Environmental restoration
 - Literacy tutoring
 - Senior citizen engagement

- Food bank assistance
- **Time:** Ongoing, 2 hours/week
- **Materials:** Project-specific supplies

Leadership Shadows

- **Activity:** Leadership Shadow Program
- **Purpose:** Learn organization operations
- **Details:**
 - New members shadow current officers
 - Attend leadership meetings as observers
 - Ask questions and take notes
 - Present learning to other new members
- **Time:** 2-3 meetings
- **Materials:** Note-taking materials, meeting access

Week 4: Celebration & Commitment

Skills Showcase

- **Activity:** New Member Talent Show
- **Purpose:** Celebrate individual talents and skills
- **Details:**
 - Voluntary presentations of talents/skills
 - Can be anything: music, art, cooking, sports
 - Supportive, encouraging atmosphere
 - Recognition for participation, not competition
- **Time:** 2 hours
- **Materials:** Venue, AV equipment, certificates

Commitment Ceremony

- **Activity:** Mutual Commitment Ceremony

- **Purpose:** Formalize membership with dignity
 - **Details:**
 - New members present their learning journey
 - Organization commits to supporting new members
 - Exchange of meaningful symbols (pins, certificates)
 - Celebration dinner with families invited
 - **Time:** 2-3 hours
 - **Materials:** Ceremonial items, venue, food
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Leadership Development Activities {leadership-development}

Monthly Leadership Workshops

Workshop 1: Ethical Leadership

- **Focus:** Making decisions based on values
- **Activities:**
 - Ethical dilemma case studies
 - Values-based decision making framework
 - Role-playing scenarios
 - Personal ethics statement creation
- **Duration:** 2 hours
- **Outcome:** Personal leadership philosophy

Workshop 2: Communication Excellence

- **Focus:** Effective communication skills
- **Activities:**
 - Active listening exercises
 - Difficult conversation practice
 - Public speaking mini-sessions

- Feedback delivery training
- **Duration:** 2 hours
- **Outcome:** Communication action plan

Workshop 3: Inclusive Leadership

- **Focus:** Leading diverse teams
- **Activities:**
 - Bias awareness activities
 - Cultural competency building
 - Inclusive meeting facilitation
 - Allyship skills development
- **Duration:** 2 hours
- **Outcome:** Inclusion commitment plan

Workshop 4: Conflict Resolution

- **Focus:** Managing and resolving conflicts
- **Activities:**
 - Conflict style assessment
 - Mediation role-playing
 - De-escalation techniques
 - Restorative justice principles
- **Duration:** 2 hours
- **Outcome:** Conflict resolution toolkit

Leadership Experiences

Shadow a Professional

- **Purpose:** Learn from community leaders
- **Process:**
 - Match members with local professionals

- Structured interview and observation
- Reflection and sharing with group
- Thank you notes and follow-up
- **Time:** 4-6 hours total
- **Benefits:** Real-world leadership insights

Lead a Project

- **Purpose:** Hands-on leadership practice
- **Process:**
 - Members propose and lead initiatives
 - Mentorship from experienced leaders
 - Regular check-ins and support
 - Reflection on lessons learned
- **Projects Ideas:**
 - Fundraising campaigns
 - Awareness events
 - Skill-building workshops
 - Community partnerships

Community Service Projects {community-service}

Ongoing Service Partnerships

Environmental Stewardship

- **Partner:** Local environmental organizations
- **Activities:**
 - Beach/river cleanups
 - Tree planting events
 - Recycling drives

- Sustainability education
- **Frequency:** Monthly
- **Impact:** Environmental conservation

Education Support

- **Partner:** Local schools and libraries
- **Activities:**
 - Reading to children
 - Homework help programs
 - STEM workshops
 - College preparation sessions
- **Frequency:** Weekly volunteers
- **Impact:** Educational enhancement

Senior Engagement

- **Partner:** Local senior centers
- **Activities:**
 - Social visits and games
 - Technology assistance
 - Intergenerational storytelling
 - Holiday celebrations
- **Frequency:** Bi-weekly visits
- **Impact:** Reduced isolation

Food Security

- **Partner:** Food banks and pantries
- **Activities:**
 - Food drives and sorting
 - Meal preparation and serving

- Garden maintenance
- Nutrition education
- **Frequency:** Weekly shifts
- **Impact:** Hunger relief

Special Service Events

Annual Service Day

- **Concept:** Organization-wide day of service
- **Format:**
 - Multiple project options
 - Mixed teams of all members
 - Documentation of impact
 - Celebration of service
- **Duration:** Full day
- **Impact:** Major community benefit

Spring Break Service Trip

- **Concept:** Alternative spring break serving others
- **Options:**
 - Disaster relief assistance
 - Community development projects
 - Educational support trips
 - Environmental conservation
- **Duration:** 5-7 days
- **Impact:** Intensive service experience

Skills Development Programs {skills-development}

Professional Skills Series

Financial Literacy Workshop

- **Topics:**
 - Personal budgeting
 - Student loan management
 - Investment basics
 - Career financial planning
- **Format:** Interactive workshop with guest speaker
- **Duration:** 2 hours
- **Follow-up:** Individual financial planning sessions

Resume and Interview Skills

- **Topics:**
 - Professional resume writing
 - LinkedIn profile optimization
 - Interview preparation
 - Professional networking
- **Format:** Hands-on workshop with practice
- **Duration:** 3 hours
- **Follow-up:** Mock interview sessions

Digital Technology Skills

- **Topics:**
 - Social media professionalism
 - Digital portfolio creation
 - Online collaboration tools
 - Cybersecurity awareness
- **Format:** Computer lab workshop
- **Duration:** 2 hours

- **Follow-up:** Individual project assistance

Creative Skills Workshops

Public Speaking Mastery

- **Components:**
 - Presentation design
 - Delivery techniques
 - Anxiety management
 - Audience engagement
- **Format:** Progressive skill building
- **Culmination:** TED-style talk presentations

Creative Problem Solving

- **Components:**
 - Design thinking process
 - Brainstorming techniques
 - Innovation methods
 - Implementation planning
 - **Format:** Project-based learning
 - **Culmination:** Innovation showcase
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Social and Recreational Activities {social-recreational}

Monthly Social Events

Game Tournament Nights

- **Options:** Board games, video games, trivia
- **Format:** Rotating tournament style
- **Focus:** Fun, inclusive competition
- **Duration:** 3-4 hours

- **Refreshments:** Pizza and snacks

Cultural Exploration Events

- **Concept:** Explore different cultures
- **Activities:**
 - International food festivals
 - Cultural art and music nights
 - Language learning sessions
 - Travel presentation evenings
- **Benefits:** Cultural awareness and appreciation

Outdoor Adventure Days

- **Activities:**
 - Hiking and nature walks
 - Beach days with games
 - Sports tournaments
 - Camping trips
- **Safety:** Professional guides when needed
- **Inclusion:** Activities for all ability levels

Special Celebrations

Holiday Traditions

- **Approach:** Create new, inclusive traditions
- **Examples:**
 - Thanksgiving gratitude sharing
 - Winter celebration party
 - Spring renewal ceremonies
 - End-of-year recognition banquet
- **Focus:** Celebration without exclusion

Achievement Celebrations

- **Purpose:** Recognize member accomplishments
 - **Format:**
 - Academic achievement recognition
 - Personal milestone celebrations
 - Service hour acknowledgments
 - Leadership development progress
 - **Atmosphere:** Supportive and encouraging
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Mentorship Programs {mentorship-programs}

Structured Mentorship Model

Mentor Training Program

- **Duration:** 4-hour training session
- **Topics:**
 - Effective mentoring skills
 - Boundary setting
 - Goal setting and tracking
 - Resource awareness
- **Ongoing:** Monthly mentor meetings
- **Support:** Professional staff guidance

Mentee Orientation

- **Duration:** 2-hour session
- **Topics:**
 - How to be a good mentee
 - Setting expectations
 - Communication skills

- Goal identification
- **Materials:** Mentorship handbook
- **Follow-up:** Regular check-ins

Partnership Activities

- **Academic Support:**
 - Study sessions
 - Course planning
 - Academic resource tours
 - Test preparation help
- **Professional Development:**
 - Career exploration
 - Networking opportunities
 - Skill development planning
 - Internship guidance
- **Personal Growth:**
 - Goal setting and tracking
 - Problem-solving support
 - Confidence building
 - Leadership preparation

Mentorship Recognition

- **Monthly:** Mentor appreciation events
- **Semester:** Outstanding mentorship awards
- **Annual:** Mentorship impact celebration
- **Ongoing:** Social media recognition

Assessment and Reflection Tools {#assessment-tools}

Member Feedback Systems

Monthly Check-ins

- **Format:** One-on-one or small group
- **Topics:**
 - Experience satisfaction
 - Challenge areas
 - Suggestion for improvement
 - Personal growth observations
- **Documentation:** Anonymous survey data
- **Response:** Program adjustments based on feedback

360-Degree Feedback

- **Participants:** Self, peers, mentors, leaders
- **Focus Areas:**
 - Leadership development
 - Teamwork skills
 - Communication effectiveness
 - Value alignment
- **Frequency:** Semester basis
- **Outcome:** Personal development plans

Program Evaluation

Activity Assessment Rubric

Rate each activity on:

- **Engagement Level** (1-5): How involved were participants?
- **Learning Outcomes** (1-5): Were educational goals met?
- **Value Alignment** (1-5): Did activity reflect core values?
- **Inclusivity** (1-5): Did everyone feel welcome?

- **Safety** (1-5): Was physical and emotional safety maintained?
- **Enjoyment** (1-5): Did participants have fun?

Continuous Improvement Process

1. **Data Collection:** Gather feedback from all participants
2. **Analysis:** Identify patterns and areas for improvement
3. **Planning:** Develop modifications and new ideas
4. **Implementation:** Test changes with small groups first
5. **Evaluation:** Assess impact of changes
6. **Documentation:** Record successful practices

Success Metrics

Quantitative Measures

- Member retention rates
- Participation levels in activities
- Leadership role advancement
- Academic performance maintenance
- Community service hours completed

Qualitative Measures

- Member satisfaction surveys
- Personal growth stories
- Leadership skill development
- Organization culture assessment
- Alumni feedback and engagement

Implementation Timeline

Month 1: Foundation Setting

- Leader training on positive practices

- Member education on new approaches
- Policy review and alignment
- Resource allocation and planning

Month 2: Program Launch

- Begin new member integration process
- Start mentorship matching
- Launch first skill development workshops
- Initiate community service partnerships

Month 3: Assessment and Adjustment

- Collect initial feedback
- Make necessary program adjustments
- Celebrate early successes
- Plan expanded programming

Ongoing: Continuous Development

- Regular program evaluation
- New activity development
- Leader skill enhancement
- Community partnership expansion

Resource Requirements

Human Resources

- **Program Coordinator:** Overall program management
- **Activity Leaders:** Facilitate specific programs
- **Mentors:** Experienced member guidance
- **Professional Staff:** Expert workshop leaders
- **Community Partners:** External collaboration

Financial Resources

- **Activity Supplies:** Materials for workshops and events
- **Food and Refreshments:** Social events and meetings
- **Transportation:** Community service and off-site activities
- **Recognition Items:** Certificates, pins, awards
- **Training Materials:** Books, handouts, assessment tools

Space and Equipment

- **Meeting Spaces:** Various sizes for different activities
 - **Audio/Visual Equipment:** Presentations and workshops
 - **Recreational Equipment:** Games and outdoor activities
 - **Technology Access:** Computers for skill development
 - **Storage Space:** Program materials and supplies
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Emergency Contacts and Support

Program Support

- **Student Affairs:** 352-588-8992
- **Campus Ministry:** 352-588-8331
- **Counseling Services:** 352-588-8199

Activity Safety

- **Campus Safety:** 352-588-8432
 - **Health Services:** Medical support
 - **Risk Management:** Activity approval and guidance
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Remember: The Goal is Growth

Every activity should contribute to:

- **Personal Development:** Individual growth and learning

- **Community Building:** Stronger, more connected organization
- **Service Excellence:** Positive impact on campus and community
- **Leadership Preparation:** Future leaders and citizens
- **Value Integration:** Living Saint Leo's core values daily

For questions about implementing these activities or additional ideas, contact the Division of Student Affairs at 352-588-8992 or student.affairs@saintleo.edu

**Alternative Activities Handbook | Lions Prevention Program | Saint Leo University |
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