



IGNITTING THE NEW U

A presentation on the shaping
of the new Ignition program

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BRIDGING THE GAP

Terms to Know:

IL = Ignition Leaders

KSU = Kennesaw State University Kennesaw campus

KSUM = Kennesaw State University Marietta campus

HC(L) = Host Campus (Leaders)

VC(L) = Visiting Campus (Leaders) **3**

ONE SCHOOL, ONE TEAM

Getting Kennesaw State University and Southern Polytechnic State University to stand on a united front can go one of two ways. 1) It can go really well and the two campus's higher ups won't have to worry about a thing. 2) It can go terribly and there will be riots breaking out all over the place. 3) It can go only alright in which case the students go on with their lives and ignore their sister campus.

As it stands right now from the student aspect, what is likely to happen is the latter two options. It has been made clear the SPSU students are not happy with the merger while the KSU students really don't care. This makes it difficult to get the separate populations to see themselves as one whole.

To mediate this, it is important to note **school pride** is a MAJOR part of college. In order to bridge the gap between the school's leaders, this is an easy place to focus of the efforts. Make sure students know the school each student started out in is no longer in existence and in its place Kennesaw State University, established 2015, is. The OTP must reiterate that the school the ILs are working for is brand new and the ILs are at the heart of **creating what it means to be an Owl** at the new KSU. Emphasizing the need for **new traditions** is key.

During Ignition Leader training, it needs to be made clear from the start that the two schools together create one team. This is not to mean to send a KSU student to KSUM to be one of KSUM's new ambassadors, but to send a KSU student out in the community **to be an ambassador for ALL of Kennesaw State University**, including the new campus. Encourage leaders to be **proud of their home campus while also positively acknowledging the sister campus.**

FINDING NEW TEAM PRIDE

Getting IIs out of the mindset of thinking the other campus is “The Other School” and not much more is a critical step in bridging the gap. How students perceive the changes once they actually happen is unpredictable at this point, but in case they either don’t care or just really don’t like the other school here are some ways to get leaders to accept all student populations.

- Start IL training with a **“my side crunker den, crunker den your side”** type activity and have a few leaders say one reason why they think the above statement is true for their home school. When this activity is completed, read back to the IIs some of their reasons for loving their school but with an emphasis on saying **“our school.”**
- During training, have IIs team up with leaders from the opposite campus (not necessarily their Spark groups). During an hour time-span on each campus, have **HCLs tour and show the VCLs** everything they love about their first home (KSU students take KSUM students around KSU and vice versa).
- At the end of training have **VCLs tour HCLs around the host campus** (KSUM students take KSU students around KSU).
- During trainings, the Ignition team is supposed to trade-off training sites. During breaks in training, have HCLs teach VCLs about their **campus traditions**. This can be chants, weekend activities, etc.



TRAINING THE NEW LEADERS

BECOMING A TEAM



In the initial trainings, it's very important for the student leaders to get to know each other on purely a student leader level, bypassing any territory issues.

- Form smaller teams based on **strengths**, emphasizing the value each IL has to the team as a whole.
- Allow the Spark groups to **go on an outing** for just them (and a member of pro-staff) where they all pick a restaurant and have a meal together. A lot can be learned when outside the constraints of required team building.
- Take one day out of training and **"re-form" teams**, just so everyone has a chance to engage and interact with more people. This can be sort of like the ATL Challenge where the ILs are already mixed up but it should be extended throughout the whole day.
- As a part of **the training manual** provided to the ILs, add a section devoted to team members. In this section, leaders will have templates to fill out for every other member (sort of like the Coke or Pepsi books). This will ensure ILs are spending at least a little time getting to know who they're working with.
- At the beginning of HOOT Week, each Ignition team member is assigned a **Secret Leader**. **7** During the week, ILs will discreetly get to know their Secret Leader. At the end of the week, the IL will present their secret leader with a paper plate award.

TRAINING CAMP

Training for the 2014 Ignition Leaders was super fun and informative (ask anyone). The only way to improve upon it would be to build on an already strong foundation.

Training is a great way to open a leader's eyes to see not only their own **strengths and weaknesses**, but that of their teams and allows them the opportunity to **see how they all mesh together**. Along with the team building activities that have been done in the past, some ways to help this process along are:

- StrengthsQuest
- Personality quizzes (legit ones)
- Critical thinking exercises
- Keeping journals

Training also allows for wonderful outlets to help students feel more connected to the Ignition program. This connectedness can be found through **creativity and involvement**, such as

- T-shirt design contests
- Input on happenings for the Ignition sessions
- Leadership Opportunities (such as involvement in SROW planning or leading a Lunch and Learn)

On the serious "hey-we-need-to-train-these-students-on-the-new-KSU" side of things, one thing that could really use a change was much **time was spent on learning about each on-campus department**. During the Ignition sessions, there just isn't time to get into each department, even if students had questions about them and the time spent learning about the departments could have been used to train. For instance, even though touring turned out to be super easy, a lot of the ILs didn't feel confident giving tours. Some of the time spent learning about departments could have been spent on one-on-ones to help students overcome their IL fears. **8**

TEAMS AND THEIR CAPTAINS



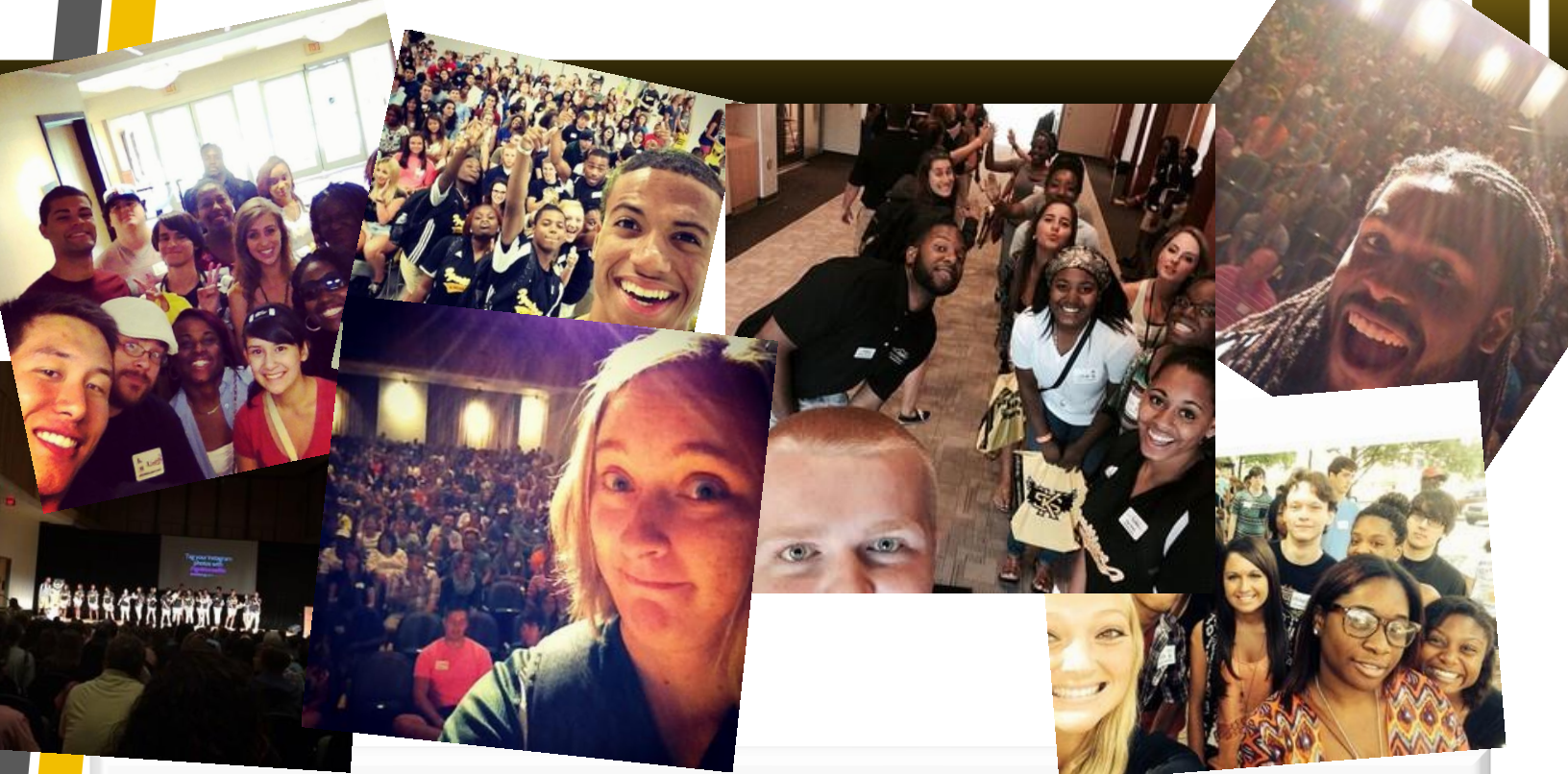
Going along with the SROW 2015 theme, every Spark group will be a team. The team will be led by **captains** (ELs) and the captains will be led by the **team managers** (pro-staff). Names will be chosen based off the KSU mascot (i.e. Night Owls, Snowy Owls, Predators, Talons).

At the first official training session, the captain will **"draft" their team** (already predetermined and based off StrengthsQuest results and interview). From then on, captains will really emphasize the team aspect and begin working on helping their team work together to find their cohesiveness.

As part of the assignments for their teams, leaders will **work together** to create a mission statement, chant, logo and banner.

To get the leaders excited about being on their team, a **point system** should be implemented. The point system will be comprised of the different aspects of being an IL (points for early morning energy, knowing facts, helpfulness, attentiveness, etc.) and can be deducted from. At the end of HOOT Week (or whatever it becomes to be), the winning team is awarded something awesome like movie tickets or dinner.

ON THE FIELD



Even after ILS have been graduated from their official training, **training to orient new students never really stops.**

After training ends and before the first Ignition session, the OTP should host a **mock-ignition session** where the ILS can see just what the students see. For this, returners can lead the ILS through the day just to put in perspective how it really looks. All of the presenters should be brought in to do their presentations for the ILS. One of the biggest problems the 2014 ILS had was never really knowing what their students were hearing; doing a mock-ignition will prevent reiteration and losing the attention of the students.

Last year, Ignition sessions saw a few **major emergencies** as well as a lot of small ones. As a part of training, a communication system should be implemented where higher ups can be reached at all times. Since phones aren't always reliable (why is T-Mobile still a thing?), some ways to communicate are through:

- Wi-Fi based SMS services such as GroupMe
- Having dependable, high-range walkie-talkies
- Implementing a safety plan for any emergency and instructing the ILS on them from the get-go

To help ILS keep their head in the game by staying focused on their work, the OTP should require a **bi-weekly form** to be filled out with new ideas, problems encountered, etc. which is easy to mandate as everyone wants their paycheck :).

Once ILS are on the field, it's easy to just let past groups go forgotten which defeats the purpose of building a connection. Train leaders on how to **keep the lines of communication** open with their students., but have the ILS email them all once a month to check in on them.

Having a **mid-summer training session** will help prevent burnouts. This should really just be a day at the movies or a barbeque in a park, anything to re-excite the leaders.