

Learn To Look Session Script

Monday January 29, 7 – 9 pm ZOOM

Slide 1 - Becky

Welcome to this session, Learn to Look. I am Becky Muphy, Chapter AW Waynesville and am serving you as president of the NC State Chapter.

I am so glad you are here!

We are recording this session while we are in the large group and NOT the breakout sessions.

Slide 2 - Becky

I am excited to introduce sisters who will facilitate the breakout rooms later this evening. They are excited to help you “Take Another Look.”

Read the names on the slides.

Slide 3 - Becky

The Take Another Look theme promotes the direct message that

- All situations, celebrations or challenges, on your P.E.O. journey are welcomed
- Each one of us has strengths and talents to bring to the sisterhood which means we have everything we need, (already) to create and solve!

Slide 4 - Becky

I suggested during remarks after I was installed May 17 about Take Another Look. I proposed that to move the needle in NC,

- We don't need a brand new plan, more time, or more resources.
- We are not going to overhaul anything
- We don't need to wait around for a breakthrough

Slide 5 - Becky

Change rarely starts big and a one degree shift lands you in a very different place

- By a conversation you could approach differently
- Looking at a process you could simplify
- Deciding to use a bit of time differently
- Activating a strength or talent you have not fully used

Slide 6 - Becky

This is a breath of fresh air for sure!

We are all intrigued and set on accomplishing the NC State Wildly Important Goal of increasing member engagement!

You are here this evening to tap into your ability to Take Another Look (a different angle, through the side door, from a new point of view). You are role models and leaders and are capable of promoting a positive culture for your chapter.

In the June 5 North Star Newsletter, I write about the sister who can't make organized meetings.

Let's learn a model of re-framing.

First – there is a situation or consideration to EMBRACE:

A sister that currently is running a household and makes very few P.E.O. meetings or events.

Slide 7 -

This first step in the process is PAUSE. (*Recognize the dead end. Don't rush, take a breath*) Instead of immediately thinking this is a situation that you once labeled “it is what it is” , make this person real. Think about what her strengths are in her current situation. Remember she is your sister and in a unique and rewarding chapter of her life.

You could say:

Pause: That makes sense. Many of us have done just that in our families. She is so interesting. I love her.

Slide 8 - Jenn

Next, **Take Another Look (*Shift your perspective. What else is possible?*)** and simply embrace the facts and welcome what this viewpoint brings to your understanding.

It occurs to you that:

Meetings are once a month on a certain date. That is restrictive. One opportunity.

Slide 9 - KT

Next – **Strengths - (*What am I good at? Your strengths are YOUR tools. What is my advantage?*)**
Another level of skill is being able to see strengths in others.

You want to solve or come up with options. People love to use their strengths and discover possibilities. Why? It is easier and motivating to use what we already know and understand. We are not learning anything new. People love that. Listing strengths for you and others in a situation can sometimes stump us. Move the needle just a bit and decide brainstorming is your new obsession. Just let it flow.

You determine:

Strengths: I am flexible with my time. I am a good networker. I really want to get to know this sister better.

For her, you realize that the chapter meetings are 1 hour a month but there are 29 other days and she is out and about doing something on most of them!

Slide 10 - Rhonda

Now you are ready to take a -

Simple Action: *(You don't need a huge move. Small steps create change and support new habits. 1 tweak).*

Eureka!

Plan to meet this mom-sister where she already is, naturally.

Slide 11 – Becky

Then, take a

New Path: *(Your action opens the door for connection. You are building sisterhood.)*

Meet your sister at an activity that her kids are involved in. Sit with her and watch the game, (or other activity) and or bring her an easy to warm up meal for that evening.

Slide 12 - Becky

Now it is your turn to practice taking another look!

You will be in small groups with a facilitator in each room, looking at situations and applying the new model, and will strengthen you, your sisters, chapters and our amazing sisterhood.

Sue Knapp – thank you for sending us to 5 different break out rooms for 30 minutes.

Slide Down

Break Out Rooms lead by Facilitators. 30 minutes

Come back to the ZOOM room as a large group

Becky – Welcome back!

Let's have the facilitators share something that happened or that was revealed in their groups highlighting this process.

Facilitators each share something from their group.

- KT
- Jenn
- Rhonda
- Becky

Note to Sisters:

You can identify positive outcomes from your sessions in many constructs or areas:

- *Sometimes you are trying a new idea*

- *Sometimes you are re-directing energy*
- *Sometimes you are may be making a deal or compromise, meeting in the middle*
- *Many other options!*

Becky - Taking another Look will create momentum in your chapters. When you realize just how powerful you and your sisters are, as is, with thousands of years of experience, we in NC are enough.

Momentum creates culture change and in this case means that your chapter is a group that values history AND knows there are zillions of possibilities. This vibe is positive and people feel super empowered. Practice turns into habits and then ,a chapter norm. All members know they are heard and valued which can result in authentic belonging , that we usually want to share.

Slide 13

This can mean:

- Sisters know more about each other and that creates connection
- Sisters are more likely to try creative engagement after they benefit
- Sisters are more likely to increase their participation by reengaging in an activity they once did, or try something new
- Chapter culture is welcoming
- Members can have genuine conversations
- Increased Commitment to chapters and our mission
- Fewer inactive sisters

And as mentioned previously, people like to share what is enjoyable and meaningful to them, with others.

In P.E.O. we call this giving the gift of Sisterhood.

Are there any other ideas about what can happen when we take Another Look? Please use the chat or raise your hand. We can take a few comments.

Slide 14 - Jenn

Lets make a bridge – How can Taking Another Look impact Member Engagement in a measurable way in NC for this year?

The NC Wildly Important Membership Goal – or WIG is to increase Member Engagement. We rolled out the m&m challenge 2.0 to make it easy! We want to grow participation from 36 chapters last year to 62 this year. We want to increase the amount of m&m activities from 250 recorded last year, to 500!

Slide 15 - Rhonda

Here are the categories:

-  **(Connect with a sister)**
-  **(Support Project Recipient)**
-  **(Share about P.E.O)**
-  **(Involve whole chapter)**

-  **(Love in Action)**
-  **(Contact Potential Members)**

A quick look back on at the original example we talked about – the sister you met where she was – that could be:

- Orange – Connect with a sister or
- Brown – Love in Action

Becky - Let's go back to the specific feedback from the Facilitators about each room.

Facilitators: What category in the m&m challenge linked with the comment you shared?

- KT
- Jenn
- Rhonda
- Becky

See how easy that was? Get those membership chairs to spend 2 minutes at each chapter meeting recording all the activities that you and your sisters have done over the last month, per m&m color, and then go on peonc.org as a member and click on **Membership** at the top of the home page. Submit your monthly report!

We all hope this has been beneficial to you. We have enjoyed our time together. Your energy is certainly contagious!

You can reach out to me, the facilitators and your Board Buddy for more information, questions or suggestions.

Good night dear sisters!