make way for the millennials

model the way
inspire a shared vision
challenge the process
enable others to act
encourage the heart

activities designed to...

The 2009 Leadership Challenge Forum
Activities designed and inspired by The Student Leadership Challenge by Kouzes and Posner
- Sticky Notes
- Flip Chart Paper
- Marker

- Using a marker, write on two separate pieces of flip chart paper the following words: Flip Chart Paper #1: What I Know; Flip Chart Paper #2: What I Want to Know; Flip Chart Paper #3: What You Need To Know
- Tape these sheets up in the room where they can be seen and easily accessed.
- Have each person take two sticky notes. Instruct each person to write down on one Post-it three things they already know. These can be skills, knowledge, or understanding they already possess. (e.g. speaking, writing, computers)
- Next, they need to write on the other sticky note, three things they want to learn, experience, or better understand during the course of the session(s). (e.g. teamwork, getting along with people, improving communication).
- After they have written these things down, have the participants share at least one item from each list with their group. As they share they should use the words: “I know __________. What I want to know is __________.”
- The third flip chart “What You Need to Know” is for the facilitator to express what they want each participant to absolutely know. It’s safe to say that participants in the beginning “don’t know what they don’t know.” So, while participants may know how to set a goal and may want to learn how to communicate better, the facilitator may also want them to know how to complete a program of work or learn better time management skills.
- Once everyone in the team is done sharing, have them take their Post-it notes up to the flip chart paper and place it on the respective sheet.
When it comes time to facilitate this activity, explain the importance of owning success. As people head out to take on the future, it’s important to set out with intention and purpose. Our ability to achieve is based upon the knowledge we currently possess and the understanding that we need to continue to develop our skills to reach our vision and goals. Express that each person has knowledge and skills already - that’s what allowed them to become a leader. And, each person has experiences and learning that they want to achieve.

This process is called “displayed thinking.” Throughout the session(s) the participant’s job is to build on what they know by learning what they “want to know.”

Consider having people volunteer to share with the entire group what they know and want to know.

Reinforce how important it is for people to own their understanding and grow. Share how they can each help each other reach this.

At the end of the final session, have participants go up to the “want to know list” and move over their Post-It note to the “What I Know” list to emphasize the progress they made during the session(s). Also, don’t forget to celebrate their success!
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Noteworthy