criteria: (1) amount of effort, (2) amount of time, and (3) importance. Please use a scale of 1 (very low) to 10 (very high).

Allow 15 minutes for the groups to complete the activity.

Part 2 (10 minutes)

Facilitate a discussion using the following prompts:

- Which acts of citizenship did your group identify as the *most* important? Why?
- Which acts of citizenship did your group identify as the *least* important? Why?
- What additional acts of citizenship did your group identify?
- What is the role of leadership in relation to these acts of citizenship?

Part 3 (5 minutes)

Conclude by asking participants to complete the *Committing to Citizenship* activity (*Student Workbook*, 18.3) silently. If there is time, ask volunteers to share a commitment they are making to better model citizenship on campus.

Module 18.3: Enabling Group Citizenship

Module Summary: Participants explore what enabling group citizenship entails. They develop guidelines that could be used within a group to create opportunities for group members to be actively engaged and involved in the group.

Estimated Time: 50 minutes
Number of Participants: Any

Outcomes
Participants will identify different ways to enable group citizenship.

Participants will develop strategies for an organization to encourage group citizenship.

Participants will apply concepts of enabling group citizenship to their own organizations.

Materials Needed

Flipchart/markers, whiteboard/chalkboard, or computer/projector

Citizenship-Driven Organization activity (*Student Workbook*, 18.4)

Preparation Notes

Review the *Facilitation Notes* at the beginning of this volume.

Write or type the definition of demonstrating citizenship on the board or computer to display to participants.

> Citizenship: Fulfilling responsibilities to the group. Citizenship is about being actively engaged and following through on your commitments. Emotionally intelligent leaders meet their ethical and moral obligations for the benefit of others and the larger purpose.

Prepare an example of a group experience you have had when someone assumed all of the responsibility and did not allow opportunities for others to be involved.

Explanation and Instructions

Part 1 (10 minutes)

Begin by sharing the module outcomes and definition of demonstrating citizenship. Share that a key part of leadership is demonstrating citizenship as an individual in a group. Another important part of leadership is encouraging citizenship in others. Ask participants what *encouraging citizenship in others* means to them. Record their responses for all to see.

If the following points do not get expressed, be sure to include them:

- Group members have opportunities to get involved and contribute to the group (even when not in a formal leadership role).
- Group members feel welcome and included.
- Group members are asked for their ideas and opinions.
- Group members have a say in decision making.
- Group members are encouraged to partake in activities.

Stress that although demonstrating citizenship takes responsibility on behalf of the individual, there are often ways in which group members can create environments and opportunities that encourage and enable citizenship in others.

Share your personal example of a group member taking sole responsibility and not enabling citizenship in others. Solicit examples from a few participants about similar situations in their lives.

Part 2 (20 minutes)

Divide participants into groups of four or five. Direct participants to the *Citizenship-Driven Organization* activity (*Student Workbook*, 18.4). Instruct participants to design a student organization that encourages and enables group citizenship of all members. This should include:

- the structure of the organization (e.g., leadership roles, any groups/ committees, or other structures)
- a description of specified roles within the organization
- expectations of all group members
- recruitment strategies
- welcoming or orientation process

Allow the groups 15 minutes to complete the activity. Be sure the group identifies a recorder and a reporter.

Part 3 (20 minutes)

Bring the group back together and ask each group to share what they came up with. You can determine to what extent they should share their ideas based on the number of groups and allotted time.

Conclude the module by asking participants to identify ways in which they can take some of the ideas generated in this module to better enable group citizenship in their organizations. Allow at least five participants to share their ideas. End with a closing comment of your own to reiterate the importance of enabling group citizenship as a demonstration of leadership, or use the following:

> Encouraging group citizenship gets others involved and helps develop leadership. As such, group citizenship helps organizations thrive.

Facilitator Tips and Notes

- Groups may have a difficult time getting started. Mingle among the small groups to ensure they are on track. You may need to give additional prompts or examples.