

POMP & PURPOSE

Training Activity Script

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I. POMP IT UP: “CONDUCTING” THE ACTIVITY

- A. Begin humming the Pomp and Circumstance music. Get the staff to hum along with you. (Why is this better than recorded music?)
1. *Form a small choir to do the part between the choruses (“Dah dah dum dum” 2X)*
- B. Beckon the pair of volunteers from the back to march forward with the diploma scroll. (Costumes a plus.)
- C. Scroll unrolled as you or the volunteers or all of you (can do a “repeat after me”) say (Note: What you say can be written on the reverse side of the page in small, penciled letters, like a cue card!):
- “This is why we are here.”
 - “We are in pursuit of a...”
 - “PhD!” (PhD is written in huge bold letters on one side of the scroll.)
 - “PhD stands for (show other side of scroll)... **Positive human Development!**”
- D. Reverse the scroll and read the big, boldly printed words (repeat after me):
- “We use the camp experience...”
 - “To build great people!”
- E. Write the following words on file cards; **your two volunteers can read them:**
1. **V One:** *“Will campers make friends? Please say yes!” (Staff shout it.)*
 2. **V One:** *“Will they have fun? Please say yes!” (Staff shout it.)*
 3. **V One:** *“Will we have great adventures? Please say yes!” (Staff shout it.)*
 4. **V Two:** *“But that’s not the REASON we are here. Our mission...”*
 5. **V Two:** *“Is to use the camp experience... (Pause. Staff will shout it if this person puts hand to ear to beckon an echo.)*
 6. **V Two:** *“to build great people!”*
- F. You recap: “And that’s our PhD mission: Positive human development.”
- G. You say: “We will pursue this mission to the highest degree!”
1. *Pause. As rehearsed, the volunteers hold the scroll steady, at face level, as if they have missed their “cue.”*

2. Repeat: “We will pursue this mission to the highest degree!”
 3. Again, they do not raise the scroll.
 4. Clear throat. (Smile when you do this. Be nice.) “The **HIGHEST** degree!”
 5. Now they “get” it. They raise the scroll high above their heads.
- H. Get applause for your helpers as they return to their seats. You can continue the music during this if desired.
- I. Now embellish this message in your own words.
1. Explain what it means to make the mission about PhD, human development.
 - a) One way to do this is to give examples of the qualities we want to build in our campers.
 - (1) For example, persistence, patience, kindness, respect...
 - (2) Or you can give one or two examples and have staff volunteer other ones. (You can use my WIBYT technique for this—please see *Training Terrific Staff*.)
 2. Please point out that when we say we use camp to build great people, we include ourselves as “people.” It’s part of our mission to build qualities in ourselves, such as listening, empathy, teamwork, responsibility, and so on.
 3. Most importantly, give them—right now—an immediate example or two of how we make the mission happen every day.
 - a) For example: Demonstrate one or two games that they can use to get campers to practice specific qualities.

II. THE NEXT MOVEMENT: WHERE YOU GOAL FROM HERE...

- A. Please remember: Every staff person should know and be able to explain, within the first five minutes of the training, exactly why we are here and what we are working to accomplish!
- B. We want staff to think about the changes we want to make in the campers—the life skills to be taught.
- C. For additional fresh methods to get staff focused on mission and the “Why are we here?” question, please consider:
1. “Examples of Getting Goals Across,” (*Training Terrific Staff {TTS 1}*, Chap. 7 pp 34-54)
 2. “Feat of Clay” (*TTS 1*, Chap. 34)
 3. “Determining Destinations,” (*TTS 1*, pp. 1-6)
 4. “Thinking Out of the Bag” (*Training Terrific Staff Volume 2 {TTS 2}*, Chap. 7)
 5. “Two Sources of Power” (*TTS 2*, Chap. 8)
 6. “Delivering the Goods” (*TTS 2*, Chap. 9)
 7. “Praising the Bar” (*TTS 2*, Chap. 10)
 8. “Making Change” (*TTS 2*, Chap. 12)
 9. “World of Difference” (*TTS 2*, Chap. 14)

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