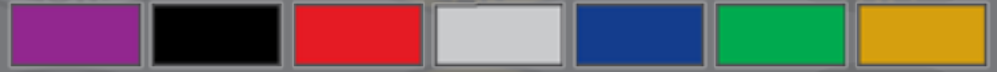




THE BROTHERHOOD



THE BROTHERHOOD OF ACHIEVERS DETERMINED AND DEDICATED

Train the Trainer Mentoring Module

(Excerpt)



Robert L. Kirton, Ed.D.

The Brotherhood Train the Trainer Module

A Complete Guide for Launching and Leading Mentoring Programs

SECTION 1 — Introduction & Foundations

... . 1-14

1. Welcome to The Brotherhood
2. Purpose of This Manual
3. Who This Manual Is For
4. The Brotherhood Vision
5. The 7-Challenge Brotherhood Journey
6. The Brotherhood Creed
7. Trainer Responsibilities & Expectations
8. Building a Brotherhood Culture
9. Steps to Launching Your Program (Trainer Checklist)
10. Section 1 Summary & Trainer Notes



SECTION 2 –Running The Brotherhood Sessions

... . 15-32

11. Brotherhood Session Structure (Warm-Up → Challenge → Reflection → Close)
12. Opening Rituals (Creed, Power Statement, Greetings)
13. Communication Standards (Tone, Presence, Respect)
14. Group Management Tools & Redirection Language
15. Reflection Journals & Guided Prompts
16. Session Flow Examples (Elementary, Middle, High School)
17. Leading Circle Discussions

The Brotherhood Train the Trainer Manual

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SECTION 2 –Running The Brotherhood Sessions 15-32

- 18. Dealing with Sensitive Topics
- 19. Trainer Troubleshooting & Support
- 20. Section 2 Summary & Trainer Notes

SECTION 3 — The Seven Brotherhood Challenges 33-92

Challenge 1 — Character

- 21. What Is Character?
- 22. Six Pillars Overview
- 23. Personal Board of Directors Activity
- 24. Character Reflection Tools
- 25. Character Scenarios & Discussion Circles
- 26. Trainer Notes & Summary



Challenge 2 — Legacy

- 27. Understanding Your Story
- 28. Identity Map Activity
- 29. Family Interview Mini-Project
- 30. Legacy Timeline
- 31. Cultural Heroes Spotlight
- 32. Trainer Notes & Summary



Challenge 3 — Communication

- 33. Everything Communicates
- 34. Voice, Posture, Presence
- 35. Affirmation & Swagger Workshop
- 36. Listening Like a Leader
- 37. Digital Discipline Workshop
- 38. Trainer Notes & Summary



Challenge 4 — Preparation

- 39. Daily Readiness
- 40. Ready-Every-Day Checklist
- 41. Time & Task Management Mini-Lessons
- 42. Academic Prep Standards
- 43. 30-Day Habit Builder
- 44. Trainer Notes & Summary



Challenge 5 — Community

- 45. Community Lens Walk
- 46. Service-Learning Mini-Project
- 47. Circle of Responsibility
- 48. Random Acts of Leadership
- 49. Trainer Notes & Summary



SECTION 3 — The Seven Brotherhood Challenges

. . . . 33-92

Challenge 6 — Wellness

- 50. Emotional Wellness & Coping
- 51. Stress Code Activity
- 52. Hygiene, Digital Health, Sleep, Nutrition
- 53. The Anger Ladder
- 54. Trainer Notes & Summary



Challenge 7 — Commitment

- 55. Commitment Contracts
- 56. Finish Strong Challenge
- 57. Accountability Circles
- 58. 90-Day Brotherhood Plan
- 59. Trainer Notes & Summary



SECTION 4 — Brotherhood Rites of Passage

. . . . 93-112

- 60. Purpose of the Rites of Passage
- 61. Preparation Timeline (30-Day, 14-Day, 7-Day)
- 62. Ceremony Script (Processional → Creed → Recognition)
- 63. Graduation Components
 - Brotherhood Sash
 - Commitment Medallion
 - Certificate Script
 - Brotherhood Affirmation



SECTION 4 — Brotherhood Rites of Passage

... . 93-112

- 64. Parent/Family Engagement
- 65. Schoolwide Visibility & Celebration
- 66. Launching the Next Cohort
- 67. Section Summary

SECTION 5 — Trainer Toolkit Library

... . 113-133

- 68. Printable Worksheets (Character, Legacy, Wellness, etc.)
- 69. Weekly Session Calendar Templates
- 70. Attendance & Participation Tracker
- 71. Accountability Partner Cards
- 72. Service-Learning Project Planner
- 73. Behavior & Redirection Scripts
- 74. Reflection Journal Sheets
- 75. Vocabulary Builders List
- 76. Quick Reference Guide for Trainers



APPENDICES

... . 134

- A. The Brotherhood Creed
- B. Brotherhood Power Statements List
- C. Program Launch Checklist
- D. Family Letter Templates
- E. School Administrator “How to Support This Program” Guide
- F. Brotherhood Photo Gallery

Mission

The Brotherhood is determined and dedicated to providing our young men with the tools and resources to increase achievement and success.

The Brotherhood Program and Course were inspired by the research and field studies of Dr. Robert Kirton a distinguished educator and business professional who felt compelled to change the debilitating cycle that plagues our young men by challenging them to be different and to make a difference.

Through personal experiences, exhaustive research, dedicated focus groups and support from leading business and educational partners Kirton developed The Brotherhood. The student and professional development courseware provides a comprehensive approach for maximizing the potential of young men and the adults who work with them along the journey of manhood.

The Brotherhood is committed to helping our young men reach their full potential through The Brotherhood 7 Challenge Journey that infuse engaging activities with real-world experiences, improving achievement and success in a culture of brotherhood and belonging.

If a man is called to be a street sweeper, he should sweep streets even as Michelangelo painted, or Beethoven composed music, or Shakespeare wrote poetry. He should sweep streets so well that all the host of heaven and earth will pause to say, here lived a great street sweeper who did his job well.

Dr. Martin Luther King



The Brotherhood

Creed

*As a Young Man,
I realize that character
is the foundation
for my success.*

*I will learn from my history to help
me endure the present and
to prepare for the future.*

*I will seek to become an effective
communicator so I can
understand and be understood.*

*I will prepare for life so
I can be ready for the
opportunities of success.*

*I will respect the community in
which I live and strive to make a
positive difference. I will embrace
wellness by keeping my mind, body,
and soul healthy. I will live with purpose
and follow my honest convictions.*

I Am My Brother's Keeper



**We stand on the shoulders
of people who died and
toiled and sweated so we
could have opportunities.**

Sandra Dorsey

The Brotherhood Encourages everyone to read!



“The process of reading and learning should not stop, but continue until a person can no longer read or make sense of what they read”.



Character Challenge

This challenge helps you to examine the behavioral traits that make up your character. The Character Challenge is centered on the six pillars of Character Education:

- Trustworthiness
- Respect
- Responsibility
- Fairness
- Caring
- Citizenship

These pillars will help you shape your attitudes, values, and beliefs, which will lead to your future success. Character is learned at an early age from your parents, teachers, and friends. This learning usually comes from direct instruction or from observations of others`. Although character represents the type of person you are, it does not necessarily reflect the kind of person you have to be. Your character is developed as a child and it can change based on your personal situations and experiences.

The foundation stones for a balanced success are honesty, character, integrity, faith, love and loyalty.

Zig Ziglar

A good example of this statement could be your behavior in school versus your behavior at home. The Character Challenge will help you develop skills that will help you in the classroom and beyond.

This development will take place through reading, discussions, debates, and activities that will provide you with tools and a better understanding for decision-making. As a young man, you know your behavior and probably the behavior of your friends, and what drives it. You will be challenged to think about solutions to moral conflicts, resolve inconsistencies, and reach solutions that reflect good moral principles.



Character Activity



Your Personal Board of Directors

This activity will help you to develop your Personal Board of Directors. Your board should be a group of accomplished individuals who you can turn to for inspiration, advice, and encouragement. It is recommended that you have 5-7 members with one or more of the following roles:

Advisor: One who will advise you in the area of obtaining knowledge ie. education, finance, etc.

Analyst: One who will provide information related to your career, social, and emotional needs.

Challenger: One who will challenge you to be determined and focused in your actions.

Influencer: Be careful of the influencer they are wild cards and they can nudge their way on the board whether it be positive or negative influences! ie. Who influences your clothing, language, etc.?

Mentor: One who provides growth by sharing resources and networks.

Motivator: One who you can turn to for encouragement

Wise Elder: One whom you will turn to for knowledge and wisdom.

Complete the chart on the next page by identifying individuals you would like to serve on your Personal Board of Directors. Use this list to turn to when facing daily decisions and for personal inspiration.

You don't have to personally know the members on your board. The members may include persons living or deceased, old or young, male or female.

Communicating with your board members is important to help you make decisions and learn from their experience.

By the establishment of your board, you are the top executive

As the Chief Executive Officer, CEO you will oversee your money, time and resources (nutrition, sleep, etc).

Your personal journey will be a constant balancing act between day-to-day operations and big-picture decision-making.



As the CEO your primary task is to research, listen, learn, and apply what is offered.

Ask yourself, "What would your board members suggest?" And start incorporating their daily habits, values, and principles into your life. Be careful of the influencer, they are wild cards and they can nudge their way on the board whether it be positive or negative influences.

"Example is not the main thing in Influencing others, it is the only thing."

Dr. Albert Schweitzer

CHARACTER CHALLENGE

NAME _____ LOCATION: _____

[illegible]



Communication is literally a part of everything we do. When we walk into a room, without even speaking, we are communicating. The way we write, talk or dress all send messages about who we are, whether we intend to or not. Whether it is in the classroom, on the ball court, with your friends, or even in a formal dining setting, you communicate certain messages.

Ironically, this is an area where many young men struggle primarily because of a lack of exposure to various settings and situations.

"If you pull up a young mans mind he will pull up his own pants"
Robert L. Kirton Ed.D

To be successful in almost any endeavor you have to be a great communicator. Realize that being a great talker is a big difference. A lot of people talk all the

time without saying any thing of importance. To be a great communicator you have to be willing to go beyond what is taught in the classroom.



Describe which communication skill you are the most confident about.



Describe a communication skill you feel can be improved.

The Brotherhood Framework

Challenge | Focus | Example Activities

Character | Integrity & Self-Discipline | Code of Honor

Legacy | Cultural Identity | Heroes of History Projects

Communication | Influence & Confidence | Podcast

Preparation | Career Readiness | Resume Labs

Community | Service & Citizenship | Service Projects

Wellness | Health & Mindfulness | Wellness Journal

Commitment | Perseverance | Rites of Passage

BROTHERHOOD TRAINING PROGRAM

**TRAINING
SCHEDULE:
9 WEEKS - 36 WEEKS
90 ANNUAL HOURS**

**GROUP
SIZE:
10 - 15
PARTICIPANTS**



**BOOTCAMP
1 - 5 DAY
TRAINING**

**SUMMER
TRAINING
ACADEMY**

Customize Your Own Brotherhood Model



Examples:

- **Boys Without Fathers Brotherhood**
- **Men of Influence Brotherhood**
- **Pro-Living Brotherhood**

Build Your Custom Brotherhood Mentoring Program



THE BROTHERHOOD

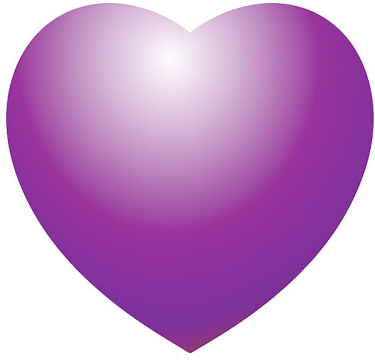


THE BROTHERHOOD OF ACHIEVERS DETERMINED AND DEDICATED

The Brotherhood is driven by a deep commitment to empower young men and the adults who guide them with the necessary tools and resources for achieving excellence and realizing their full potential.

At the heart of this initiative is The Brotherhood Challenge—a 7-Level Journey that blends engaging activities with real-world experiences. By promoting a culture of brotherhood and belonging, the goal is to elevate achievement and success, empowering young men to thrive in every aspect of their lives.

Use this section to design your customized Brotherhood mentoring program. Choose the challenges you want to incorporate, rename them if desired, and describe how each will be implemented in your school or organization.



Brotherhood Character Challenge

Why this challenge is important to your program:

How you will implement this challenge:

Provide an alternative name you would recommend for this challenge:

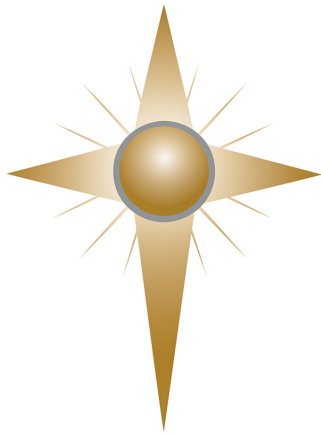


Brotherhood Community Challenge

Why this challenge is important to your program:

How you will implement this challenge:

Provide an alternative name you would recommend for this challenge:



Brotherhood Commitment Challenge

Why this challenge is important to your program:

How you will implement this challenge:

Provide an alternative name you would recommend for this challenge:

The Brotherhood



Circle of Trust

The Brotherhood



Junior League Circle of Trust

The Brotherhood



Team Building Activity

The Brotherhood



100% Graduation

The Brotherhood



100% Male Graduation



FBI Director Awards Dr. Kirton National Distinguished Community Leadership Award For his work with The Brotherhood

The Brotherhood Certification

The Brotherhood is a Foundation for Building Character

As a Brotherhood Facilitator, Coach or Mentor you are helping to shape the character of the young men you will be working with. You have already engaged in character education rather by design or default. Building Character, Determination and Conviction can be a challenge for you as well as your students.

The Brotherhood Challenge Program provides an excellent opportunity improving achievement and success. The program is designed to help young men reach their full potential through 3 Personal Challenges, 7 Explored Challenges and a 21 Book Reading Challenge that infuses engaging activities, and interactive experiences.

The goal is for the young men to develop academic, career, and life skills to prepare them for a lifelong journey of achievement and success.

Character is the foundation of The Brotherhood; the Challenge begins with Character and is completed with Commitment in a Rites of Passage Ceremony. The other challenges History, Communication, Preparation, Community and Wellness are a part of The Brotherhood Journey.

The Brotherhood Challenge is not just about learning concepts; it is about developing a solid foundation for becoming young men dedicated to making a positive difference not only in their lives, but their family lives and their community. Your Brotherhood Program should set a tone of respect, honesty and a caring brotherhood of belonging genuine acceptance for all.

You are a role model for your young men and you can provide examples of good character throughout the program. Your students will immediately take notice of what you do, say, tolerate, and how you handle challenges. Character building will occur naturally through planned activities, readings and discussions. The Brotherhood activities will encourage your young men to develop ethical principles and behaviors that can last far beyond the Challenge.

Be sure you put your feet in the right place, then stand firm.

Abraham Lincoln

Questions to Consider

Q: The duration and start of the program?

R: The duration/cycle should depend on the needs of the students. It can run from a 9-week program to one year. We recommend a total of 90 contact hours per cycle. Team building camps normally last from 1-3 days Boot Camps from 30 to 60 days.

Q: Recommended time for each session?

R: We recommend that each session range from 60-120 minutes, provided that various instructional strategies are used to get the young men actively involved during the session.

Q: Suggested age group and group size?

R: The program should be designed for young men in elementary, middle and high. We recommend that a group ratio of 1 coach to 15 students. Sessions may need to be tailored to meet the needs of participants depending on the ages.

Q: Is there a pre-/post-test for prospective members?

R: We recommend prospective members complete a Personal Journey (Plan) that is used to guide their progress throughout the program with respect to completing the challenges.

Q: Other activities to support the program?

R: We recommend that members complete 15 to 20 hours of community service depending on the duration of the program. We also recommend supplemental reading materials, outside speakers, field studies, and other social/recreational opportunities.

Q: What happens at the conclusion of a mentoring cycle?

R: We recommend a rites of passage ceremony that would involve students, parents and VIP individuals from the community for a community bonding experience.

Q: How can we get started?

Call 855.518-1777 or visit Brotherhood4Life.org