

Man-Making

Men Helping Boys on their Journey to Manhood



Keynote Background

For thousands of years, it was the custom. It began with drums beating in the distance, softly at first and then louder. Then, when the time was right, the men of the village charged in, fearsome, masked, yelling in the dark of the night, calling out for the adolescent boys. As the little children cried, the men wrenched the young males out of the arms of the wailing women, and then slipped away into the darkness with the stolen boys.

Then there was running in a pack through the dense bush, wild-eyed and breathless, as the men dragged their precious prey into the darkness. There was no talking, just the sound of heavy breathing, grunting, and boys crying, all surrounded by the heat of the night and the stink of male sweat. After the long march, the boys found themselves in an old, strange, and sacred male place they had only heard of. They were thrown into a cold, dark hut and told to wait in silence.

Eventually, it began. There was chanting, strange smells, and always fires and the pounding of drums. The boys endured many trials, nakedness, cold, hunger, and pain. Around the fires, the men recited old stories, male secrets were shared, and sacred dances were taught and danced. Ancient lessons required for the survival of their community were unfolded before the boys. They were required to learn masculine skills, men's language, and the duties that define a mature man. The men considered this man-making work to be sacred and took their responsibility very seriously. They knew they were shaping the future of their tribe. If the boys did not make this crossing into manhood successfully, their world would end.

*If we fail to initiate our youth into the center of our tribe,
they will burn down the village just to feel the heat.*

African Proverb

Today, except for a small army of dedicated men, the man-makers have disappeared. The boys have been left to figure out manhood on their own and the results are, and can only be, tragic.

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Keynote Description

My Man-Making keynote programs are all customized to meet the needs of your meeting and your specific audience. Every program uses storytelling, data from current research, lecture, visuals, humor, and audience interaction, to teach people about this important topic. In addition, the audience will hear some of the many stories contributed to the book by men and boys from all over the world. These stories help people to remember and rediscover the historically important, transformational, and critical man-making roles men have always played in boys' lives and in the life of their communities.

In this program, we will explore some of the many barriers that insulate men from the gifts waiting for them in man-making activities. Men will also discover how they can claim a critical and often missing piece of *their* masculine esteem by stepping forward to help a boy or boys on the journey to manhood.

We will explore a continuum of involvement, a variety ways men can easily have a positive and supportive influence in boys' lives. By the end of the program, every man present, regardless of his level of commitment to this work, will have identified personally comfortable actions he can take in service to boys.

The women in the audience will also be invited to share their perspective. They will learn how to encourage the men in their lives to move into action, and where to find good men to mentor their boys.

There is little question that this keynote experience will be motivational and possibly transformational for most of the attendees!

A typical keynote program is:

- Between fifty and ninety minutes long.
- Full of storytelling, humor, media clips, and audience dialogue.
- Designed to educate, inspire, and motivate the audience to action.
- **Customized for your group based on discussions with meeting planners.**

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What I Believe

- We are currently experiencing an epidemic of under-**male**-nourished boys.
- Boys, families, and our communities will continue to suffer in a multitude of tragic ways if men don't become man-makers.
- Men are hardwired for these man-making actions – but most have forgotten or don't realize it. I believe men are incomplete if they don't express their man-making potential, and that boys hold one of the keys to a man's mature masculinity.
- Once exposed to a broad menu of necessary man-making actions, **every man** will be able find something he can do to support boys on their journey to manhood.

What People Are Saying



*On behalf of the **St. Louis County Health and Human Services Conference**, I want to thank you for your willingness to design, develop, and provide "Man-Making - Men Helping Boys on Their Journey to Manhood" program. It is indeed your personal initiative and dedication to quality that helped make our conference so successful.*

Here are some typical comments from your evaluations:

- *"You present good solutions and a solid call to action for a growing problem, thanks."*
- *"Excellent program. I hope we have more on this topic in the years to come!"*
- *"Great presentation...good material and lots of food for though."*
- *"I am a mother of 3 sons and found this program to be very helpful. I will pass this information on to my husband and brother."*

Mary Bridget Lawson - Conference Chair

For more information on the Man-Making keynote program, send Earl an [email](#) now.

Go to this link for information on possible [conference breakout and workshop](#) programs.

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One Possible Keynote Outline

The Ancient Call

The Growing Trouble in Boyland

- Boys Need a Tribe
- The Hard Data
- Young Male Challenges

The Man-Making Challenge for Men

- Men's Common Fears
- The Call to Action

Becoming a Man-Maker

- Remembering What Happened
- Trusting You Are Enough
- Recognizing the Opportunity
- Stepping Into Action

The Continuum of Man-Making Actions

- Just Being You
- Seeing/Acknowledging/Blessing
- One-to-Many Man-Making
- One-on-One Man-Making
- Man-Making Events

What Man-Makers Get

- What Men Can Release
- What Men Get

Answering the Call to Action

- The First Step
- Profile of A Man-Maker

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The Author / Presenter - Earl Hipp



Earl Hipp is a professional speaker, trainer, and well-published author who knows a lot about man-making. He has a bachelor's degree in psychology, a master's degree in applied psychophysiology, and a background as a clinical psychotherapist. Since 1982, he has consistently been involved with groups and organizations that focus on men's issues and development. He is a member of *Mankind Project*, and he has staffed a number of Boys-to-Men initiation weekends. As a direct result of his interest in men's and boy's issues, he is connected with young males who are or have been incarcerated, personally sponsors boys-and-men events, and he maintains many long-term mentoring relationships.

Since 1985, Earl has written seven books about and for adolescents, which together have sold more than a half-million copies. His [books for adolescents](#) are on themes such as coping with the stresses in their lives, moving through grief and loss, and understanding and preventing violence in our communities.

Since 2004, Earl has authored the [Man-Making Blog](#). The blog discusses male culture, mentoring, and rites of passage. It also profiles role models, relevant literature, organizations, and other resources for people interested in man-making work.

As a [professional speaker](#), Earl has spent the last 18 years delivering educational and motivational presentations. His programs are on the subjects of his books and business topics, delivered to a wide variety of audiences, including corporations, associations, teachers, parents, and youth-serving professionals.

Earl describes himself as a man who was under-fathered and under-male-mentored in adolescence. He was a man who was "left with the women and children to figure out manhood on his own." His driving passion is to do what he can to ensure fewer boys (and men) will be left to wander alone in the dangerous never-never land between boyhood and manhood. His presentations inspire men to turn their natural skills as man-makers into action. His driving vision is that someday all adolescent males will be surrounded by good men who will intentionally launch and support them on their journey into manhood.

Earl Hipp lives with his life partner Gwen Barker. They spend summers in Minneapolis, Minnesota, and winters in Tucson, Arizona.