



THE POWER OF
YOU

2017 CHAPTER BUSINESS SUMMIT
MARCH 30 - APRIL 1 • DALLAS RENAISSANCE

Fueling Your Ride with Full-Throttle Leaders

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*Just because you're going flat out
doesn't mean you're on the right road*



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**HELP
WANTED**

...SORT OF

Why People Volunteer



To Make a **DIFFERENCE!**

To support an organization or a cause



To learn something **NEW**



Improve skills, knowledge and experience

Feel valued and part of a team



To **MEET PEOPLE**

Why People Don't Volunteer

They are intimidated and feel they might not measure up

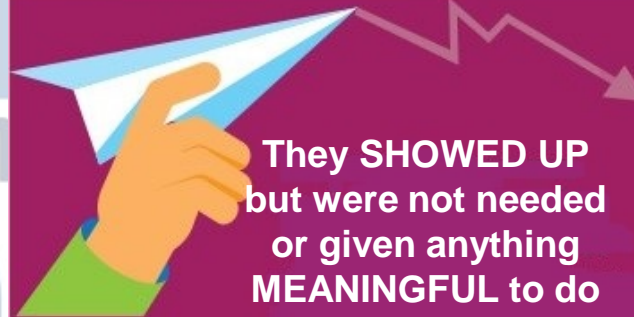


The **ASK Failed**



What they're doing doesn't match with what they were told

They **SHOWED UP** but were not needed or given anything **MEANINGFUL** to do




They don't understand what is **EXPECTED**





WHAT VOLUNTEERS LOVE

- 1. A MEANINGFUL ASK***
- 2. UNDERSTANDING THE TIME COMMITMENT***
- 3. MAKING A DIFFERENCE***
- 4. PROVIDING & RECEIVING FEEDBACK***
- 5. TO BE THANKED***

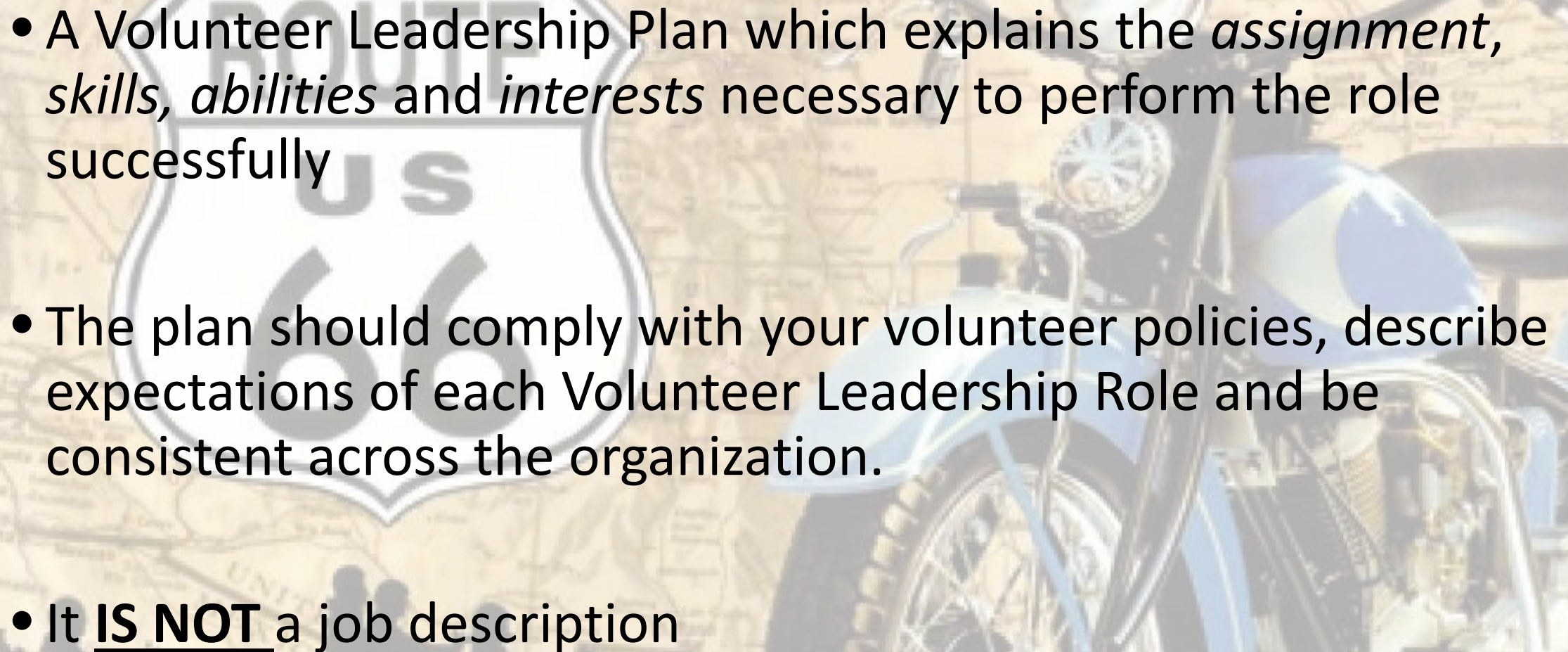


WHAT VOLUNTEERS NEED

- 1. EXPERIENCE MEETS EXPECTATION***
- 2. RECEIVE VALUE FROM VOLUNTEERING***
- 3. ONGOING TRAINING & EVALUATION***
- 4. QUICK & REGULAR COMMUNICATIONS***
- 5. IT'S EASY***


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- A Volunteer Leadership Plan which explains the *assignment, skills, abilities* and *interests* necessary to perform the role successfully
 - The plan should comply with your volunteer policies, describe expectations of each Volunteer Leadership Role and be consistent across the organization.
 - It IS NOT a job description

VOLUNTEERS MUST HAVE A ROAD MAP



VOLUNTEER LEADERSHIP PLAN – *WHY?*

- Provide DETAILED information about the Assignment
- Detail how the volunteer fits within the work of the organization
- Present an outline of tasks, skills and expectations
- Furnish a basis for measuring activity levels and performance
- Describe the intended outcome of the role
- Connect the role and the individual professional development goals

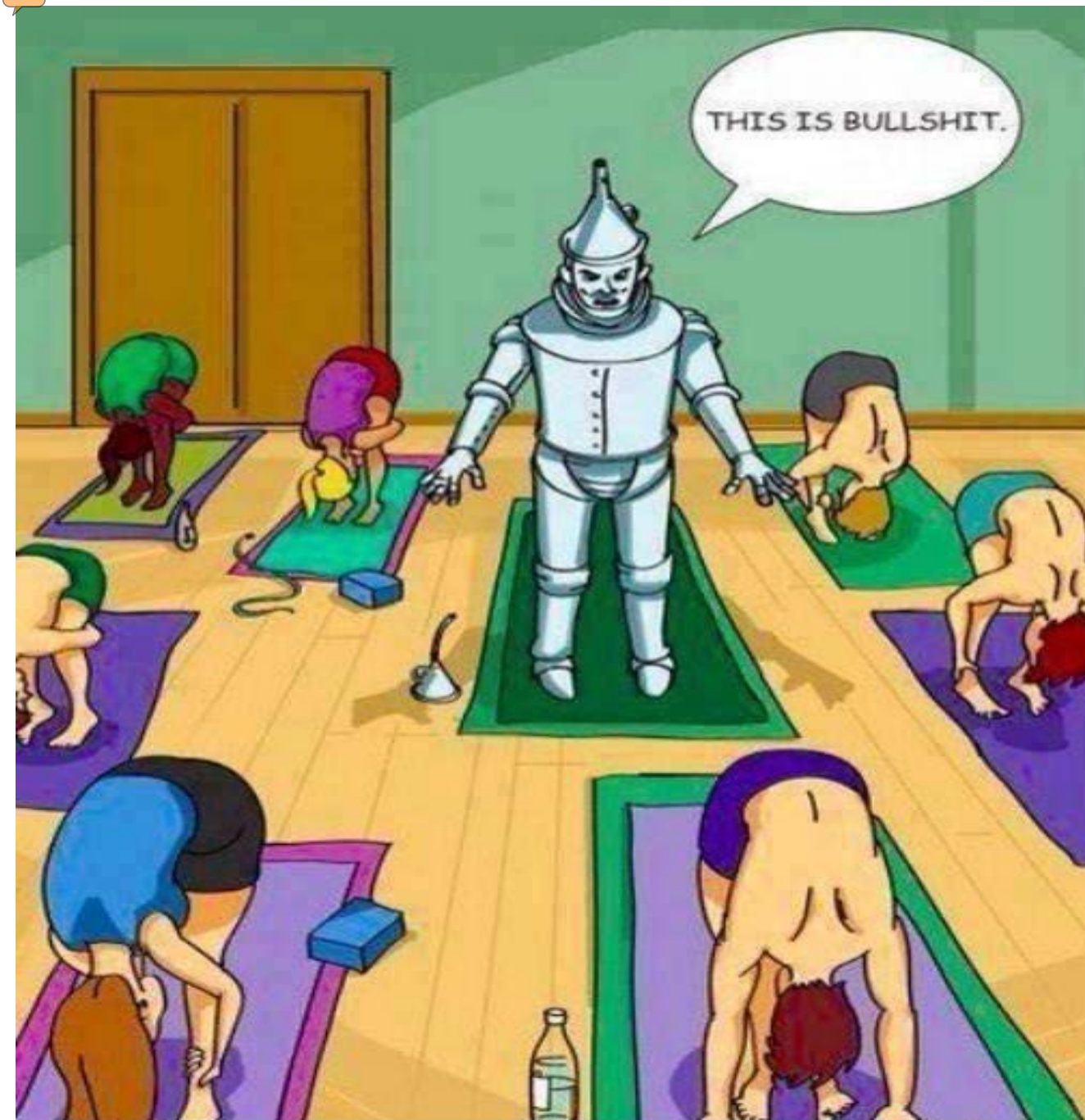


VOLUNTEER LEADERSHIP PLAN – *WHAT?*

- Role Title (*sense of identity*)
 - Purpose of the Position (*how role is important to the organization*)
 - Responsibilities and Duties (*specific obligations and expectations*)
 - Qualifications (*personal characteristics, skills and abilities*)
 - Commitment Expected (*how much time is expected*)
 - Training (*what position-specific training is available for the role*)
-
- *Include the date of the description or the date that it was updated*
 - *List contact information for volunteer's direct report*
 - *List how to get more information and whom to contact if interested*

Having Volunteer Issues?

1. NO FLEXIBILITY
2. UNDERUTILIZED
3. Experience/Expectation
4. Unprofessional/Impersonal
5. Disorganized/Unproductive







VOLUNTEER LEADERSHIP MEETINGS

- 1) When you Meet, MEET! (*Make the JUICE worth the SQUEEZE*)
- 2) *Set the Meeting Objectives*
- 3) ALWAYS *provide an agenda (and STICK TO IT!)*
- 4) *Be PREPARED to Meet*
- 5) *Assign ACTION Items*
- 6) *Examine the Process*

- *Solve problems, make a decision, develop a plan or answer a question*
- *Highlight experiences, generate ideas and understand processes*
- *What, Where, Why, When & Who?*



Things to consider when planning a Volunteer Ride

- WEAK committee structure will deter engagement and succession
- Micro-managing makes volunteer enthusiasm crash and burn
- Define YOUR process to help members **GET IT** (volunteer commitment)
- Members say they want Education, Professional Growth and Networking
How does serving on your Committees and Boards provide those MUST-HAVES?



- Certainty

COMMUNICATE the Expectation

- Variety

ROTATE Roles & Responsibilities

- Significance

APPRECIATE what happens on the Road

- Growth

PRIORITIZE Learning and Leadership





Foster's "FAST FIVE" Volunteer Leadership Rules

- *Check your leadership practices and techniques regularly*
- *When you're riding lead, don't spit*
- *Never mistake horsepower for staying power*
- *Learn to Ride in the Rain*
- *Balance, Teamwork and Skill will ALWAYS get you where you want to go*



*You Fuel a Full-Throttle Team
with a **Passion** to Serve, the
Power to Inspire and a **Purpose**
that makes a Difference!*

