

Develop Volunteers “Grow Them”

Looking at today & two years from today, what challenges do you face in your LMSC?

What strategies or ideas would you suggest to the LMSC Board volunteers to attract leaders to fulfill those LMSC needs?

What is the Idea?	Who is involved?	How will it work?	Why will it work?
Mentoring	Current & new people matched together (new & experience) LMSC board & mentees	Getting Job descriptions & new candidate orientation. Day to day & regular communication Taking out the threat (age/gender) new ideas with open minds to change Training & development with access to resources	Learning the existing knowledge Using the past to help the future Happy in the element Pride Acknowledge how to make things better
Grow experience & capability (mentor)	Training development access to resources, awards & recognition	Roles & skills specified/matched Fun retreat Partner volunteer’s & potential volunteers Cross train for roles Working together- creating bonds/like each other	Relationship building
Mentor sharing through “cheat codes”	Current member volunteer & new recruits	“cheats” passed through mentoring and personalizing Communication & ongoing	Teach you how to do things, who to talk to, who to call to get things done.

Recognition	Everyone	Socials (happy hour, award dinners) Listen, affirm, validate	Recognizing good work & positive affirmation
Enabling	LMSC supplies tools for positions	Making the job easier	Person new to the position feel like they are accomplishing the job. Keeping volunteers feel engaged
Not just “sink or swim”. Providing the opportunity to shine, while providing insurance things will get done	Volunteer, chair committee chair (mentor)	Give volunteers tasks & hold them accountable	Volunteers will either do it or you will quickly need to find someone to fill the shoes