

The logo features the word "results" in a bold, lowercase, sans-serif font, colored red. It is centered within a white speech bubble that has rounded corners and a small tail pointing towards the bottom-left. The entire graphic is set against a solid red background.

results

Supporting New Advocates to Grow
March 11, 2021

Agenda

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1. Review the “recipe for success” to welcome volunteers
2. Discuss shared leadership and mentoring
3. Breakout room discussions
4. Group debrief



RESULTS Believes

The RESULTS logo consists of the word "results" in a white, lowercase, sans-serif font, positioned inside a red speech bubble shape that points downwards.

- The end of poverty is possible and achievable. Political will is lacking.
- **Poverty is driven by oppression.** RESULTS opposes all forms of oppression.
- Government has an important role to play in ending poverty. Elected officials work for us. We need to supervise them.
- Poverty is not partisan.
- Nobody should be denied their basic rights to healthcare, education, or economic opportunity.

results.org/our-anti-oppression-values/

Anti-Oppression and New Volunteers

- **People will be from diverse backgrounds**
- Online recruitment = **less outreach constraints**
 - Targeted volunteer postings for people with lived experiences of poverty
- It is not a question of “do they fit here” but rather **creating a culture where every individual can contribute** their full potential
- Everyone **deserves to feel a sense of belonging** within RESULTS

Welcoming New Advocates

Recruitment Process

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Inquires online about volunteering

- Volunteermatch, All for Good, Google search

Added to Weekly Updates & Action Alerts

- Sign-up online: www.results.org/volunteer

Attends New Advocate Orientation

- Invite people who you recruit locally to this webinar!

1:1 Onboarding Session

- New Advocate Checklist & more tools: www.results.org/volunteers/outreach-planning/

Expansion Referrals

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Volunteer Referrals	Volunteer "Leads"
<p><i>*Immediately add to all modes of communication*</i></p> <p>Month 1: Communicate promptly & often</p> <p>Month 2-3: Monthly follow-up</p> <p>Month 3-6: Group emails</p> <p><i>No word after 6+ months? Action Network</i></p>	<p>Month 1: Initial reach out</p> <p>Month 2-3: Regular follow-up</p> <p>Month 4+: Transition to "Action Network"</p>



The Scoop



- Empowered by community, friendliness of volunteers, and **meaningful action**
- For better or worse... Life is happening
- Spectrum of interest in leadership

Recipe for Success

- ❑ Engaging first group meeting
- ❑ 1:1 meeting with active listening
- ❑ Take a meaningful action
- ❑ Inclusive group culture
- ❑ **Shared leadership**

Benchmarks for
a volunteer's
first month with
RESULTS

Healthy group
goals to always
think about

Shared Leadership & Mentoring

Shared Leadership



Example from a couple of groups who do shared leadership well in **Indiana**.

Shared Leadership



- Invitation = key

Shared Leadership



- Invitation = key
- "Make room on the bench"

Shared Leadership



- Invitation = key
- "Make room on the bench"
- Ask questions

Shared Leadership

- Shared leadership doesn't look the same across each group!
- Healthy group culture – *What are your group norms?*
- Consistency and communication

Shared Leadership

The logo for RESULTS, featuring the word "results" in white lowercase letters on a red speech bubble background.

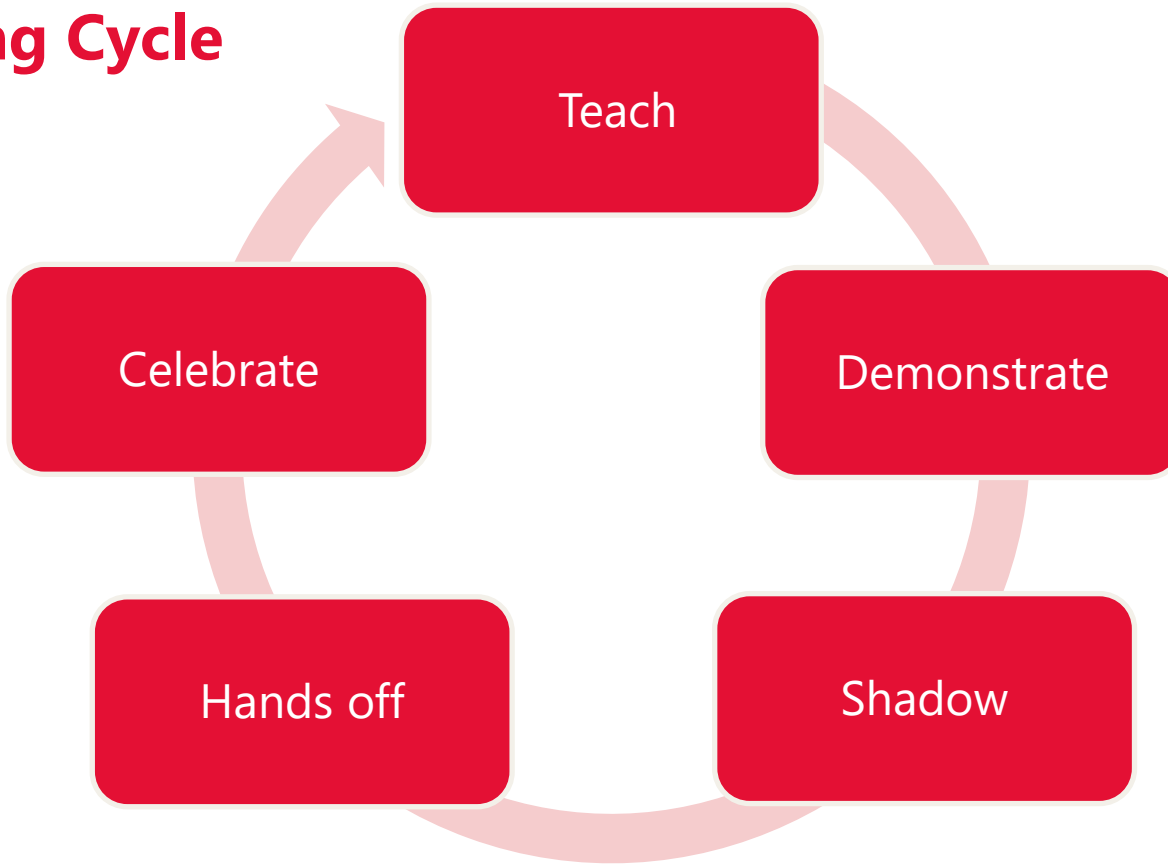
Facilitator's Guide: This document provides information, support, and guidance for facilitators at RESULTS in-person and virtual gatherings. It's part of effort to create, maintain, and promote equitable spaces for everyone involved in RESULTS activities

https://results.org/wp-content/uploads/REF_2018_Facilitators_Guide.pdf

Mentoring

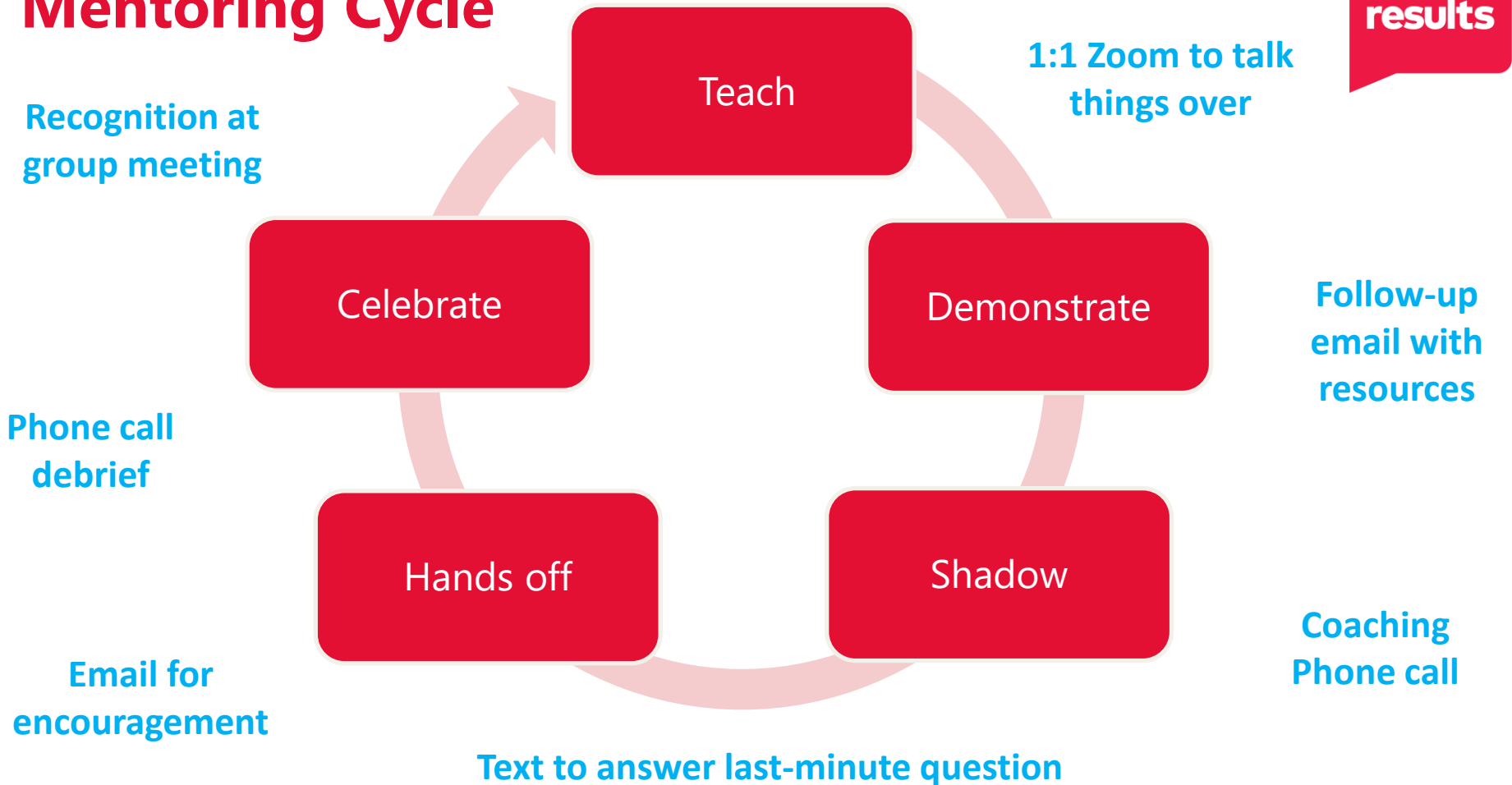
- Center the human behind the volunteer
- No "assignments" but rather "decisions"
- Help them find *their* way to do it
- Check-in often
- Recognition goes a long way

Mentoring Cycle



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Mentoring Cycle



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Recognition at group meeting

1:1 Zoom to talk things over

Celebrate

Teach

Demonstrate

Follow-up email with resources

Phone call debrief

Hands off

Shadow

Coaching Phone call

Email for encouragement

Text to answer last-minute question

Breakout Rooms

Breakout Rooms

Share a dilemma you've experienced when coaching or fostering shared leadership.

OR

Share a shared leadership success.

(Click "join" when it comes onto your screen to join your breakout room.)

Debrief

Group Debrief

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What did you talk about?

What will stick with you from this webinar?

What else do you need to feel successful?

Further Questions?

The logo for 'results' is a red speech bubble shape with the word 'results' written in white lowercase letters inside.

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