

How to Pivot Your Volunteer Program

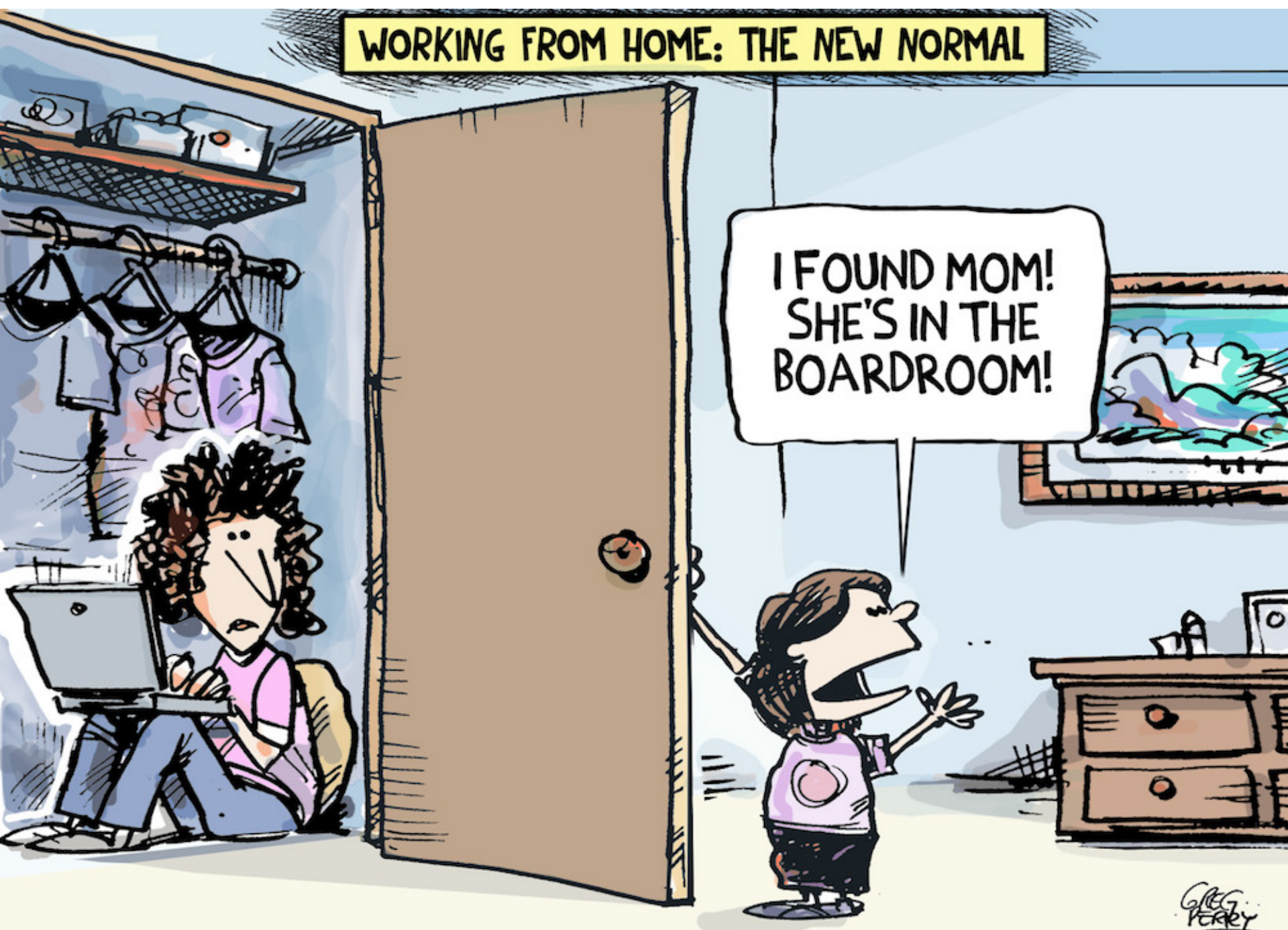
Presented by Lori Gotlieb



lorigotliebconsulting@gmail.com

www.lorigotliebconsulting.wordpress.com

WORKING FROM HOME: THE NEW NORMAL



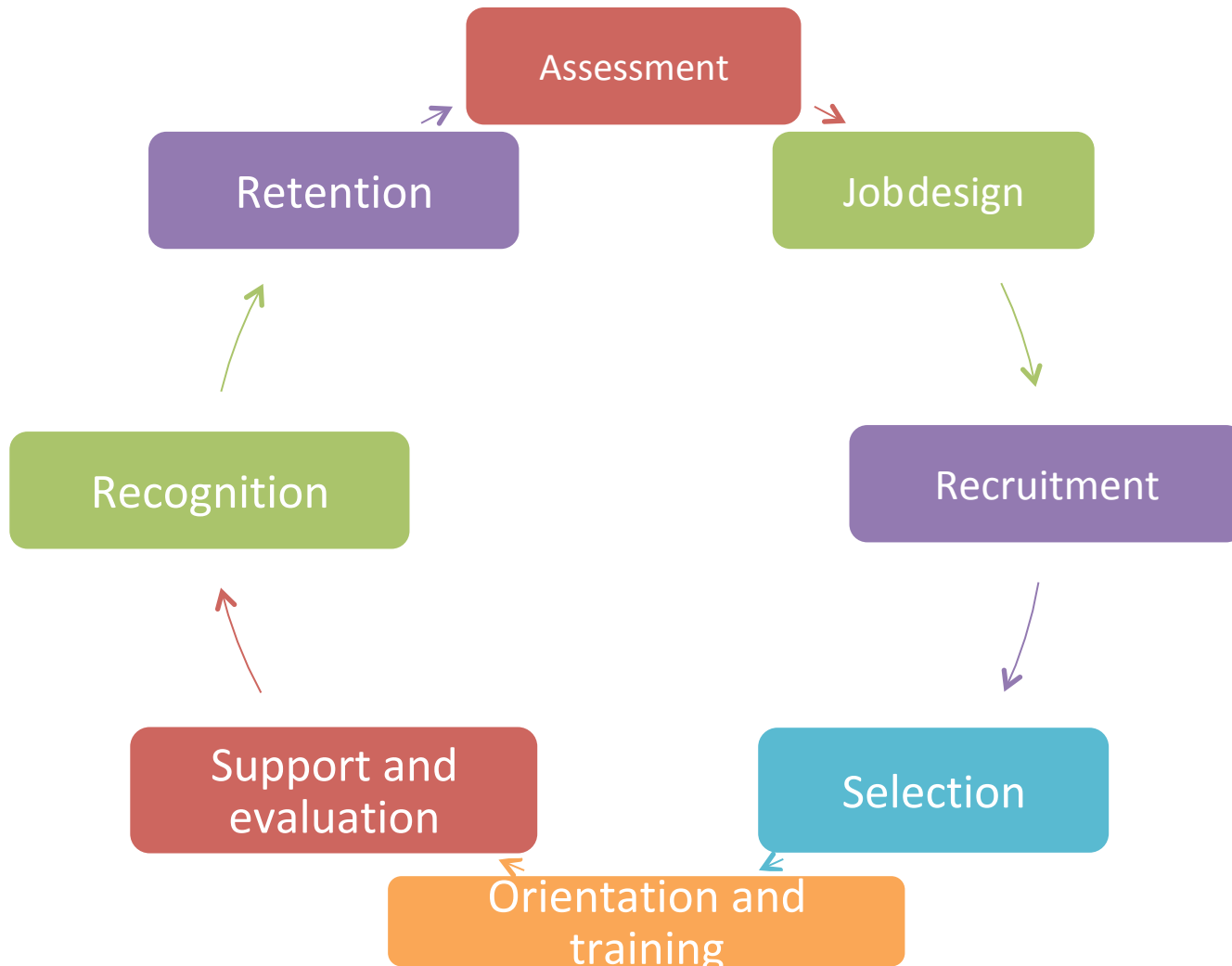
I FOUND MOM!
SHE'S IN THE
BOARDROOM!

New Normal





Volunteer Management Cycle



Safety first




- Understand that life changes quickly
- Be able to replace volunteers quickly
- Health and safety training and reinforcement



Change Management Principles

- Involve people in the process
- Understand where you/the organization is at this moment
- Understand where you want to be, when , why and how you can get there
- Plan development towards where you want to be
- Communicate, involve, enable and facilitate others

CHANGE

- 1. 
- 2. 
- 3. 



ADJUST

MODIFY



NEW 

SHIFT



TRANSITION

TRANSFORM



Pivot

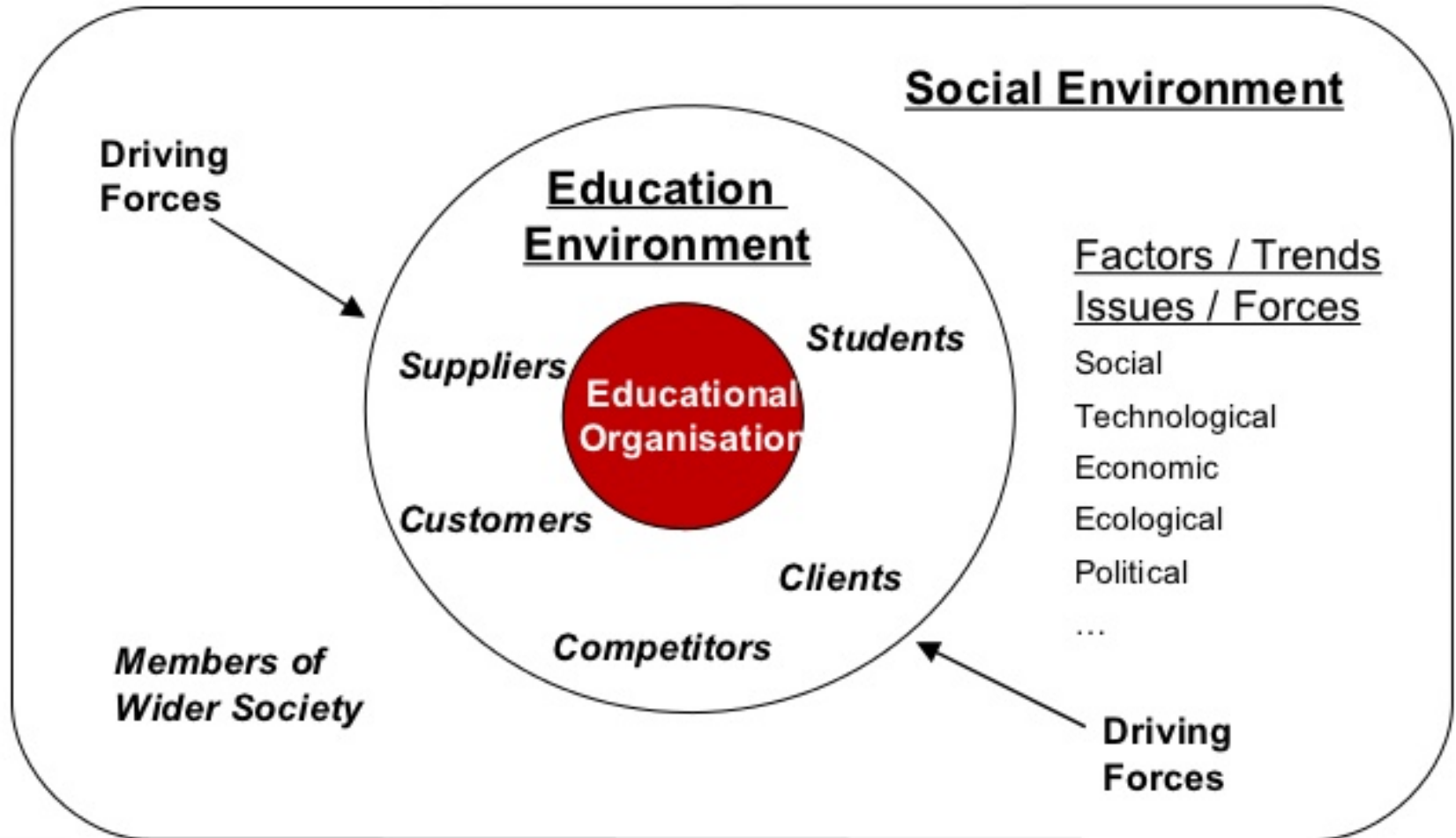


- Re-Think
- Re-Purpose
- Innovate
- Listen
- Build on success
- Ask people
- Pick a new goal
- Do it soon

Volunteer Involvement and Senior Executives

- Equipping the leader with stories and how they affect strategic plan
- Build a case for support
- Design positions that will support activities
- Apply best practices
- Identify potential involvement for volunteers

The External Environment





Strategic Planning



Types of positions

- Digital content developers and editors
- Translating content to a variety of languages
- Project proposal writing
- Creating videos for education, health and wellness, arts and leisure
- Friendly visiting and chatting
- Development of reference materials and tools and resources
- Virtual arts and crafts
-

Who is responsible for what?

- Administrators of volunteers
- Direct supervisors
- Management
- Volunteers

Volunteer support is key

- Online training
- Communicate strategically
- Mentorship and coaching
- Regular check ins
- Ask for ideas
- Redesign roles



Risks

- Be agile
- Identify your risks (operational, strategic, financial and reputational)
- Assess your policies and make adjustments
- Think of who your stakeholders are



Important steps

- Prioritize roles based on health and safety
- Adjust both staff and volunteer trainings
- Have a plan for now and for future and be able to pivot quickly
- Keep staff in the loop and provide ideas for volunteer roles



Advantages of Evaluation

- Set goals for future activities
- Creates buy in an interest from stakeholders
- Educates
- Allows analysis of program success
- Builds professionalism
- Foundation for strategic development

Be the leader

- Influence
- Innovate
- Develop
- People focus
- Builds trust
- Long range
- Challenge
- Original
- Who and why
- What else?



Worksheet – Core Strategies

Identify and assess your core future strategies

Proposed strategy	Assumptions, facts, and values that support this proposed strategy	What possible obstacles do we face in implementing this strategy?	How to respond to possible obstacles: strategies for overcoming obstacles and short-term priorities	What triggers might encourage us to reevaluate this strategy?

Source: Strategic Planning for Nonprofit Organizations, 2005, Worksheet 15

Copyright 2015 By Lori Gotlieb. All Rights Reserved

Do You...Will You...

- Make the organization better
- Seize opportunities as they rise
- Improve what needs improving
- Influence others to be their best
- Solve problems
- Contribute to the whole

Learn from yesterday,
live for today,
hope for tomorrow.

**The important thing is not
to stop questioning.**

- *Albert Einstein*

