



## Internal Recognition Session Valuing the work of our volunteers

27/03/2011 – 11:00 to 13:15

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Outcomes from the 4 workshops

### 1. Integration into something bigger

<p><b>Input Statements:</b></p> <ul style="list-style-type: none"> <li>→ Scouts need to make sure that they:</li> <li>• Are perceived as an interesting network opportunity</li> <li>• Create opportunities to network within the movement and highlight the benefits</li> <li>• That there are clear social benefits from joining scouting</li> <li>• That they create a strong sense of "us", belonging to something bigger</li> </ul>	<p><b>Outcomes from this workshop:</b></p> <ul style="list-style-type: none"> <li>- Organize network meeting opportunities for our volunteers to meet and exchange with             <ul style="list-style-type: none"> <li>○ Politian's</li> <li>○ VIPs, etc.</li> </ul>             This should involve a lot of people from different background</li> <li>- Elaborate a mapping system that gathers information on who is who in scouting and outside of scouting to benefit from the network</li> <li>- Good quality and interesting scout magazine available to non-members to show what scouting is about and the quality and size of our activities (ex. PPÖ)</li> <li>- Enable scout exchanges on sites like scoutface.com (idea of free couch surfing)</li> </ul>
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### 2. Personality and learning effect

<p><b>Input Statements:</b></p> <ul style="list-style-type: none"> <li>→ Scouts need to send a clear message in terms of:</li> <li>• Values, that help people identify themselves personally with the scout cause</li> <li>• Show clear learning opportunities, as             <ul style="list-style-type: none"> <li>▪ Learning by doing</li> <li>▪ Training</li> </ul> </li> <li>• Building strong personalities (leading by example) – increase social intelligence</li> </ul>	<p><b>Outcomes from this workshop:</b></p> <ul style="list-style-type: none"> <li>- Develop a self-evaluation of competencies tool (ex. Valorise-toi (SGF)) This could lead on to internal and external recognition</li> <li>- Evaluation of skills and competencies done by a Trainer, Professional, team leader or member (ex. 360° evaluation / Compass (SGV))</li> <li>- Showing more openly and in a more structured way what skills and competencies that exist, as well as the opportunities available for acquiring these though different parts/aspects of scouting             <ul style="list-style-type: none"> <li>○ Benefits of long-term engagement in society, to fin a job etc.</li> <li>○ Catalogue, scheme, etc.</li> </ul> </li> </ul>
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### 3. Feeling of success

<p><b>Input Statements:</b></p> <ul style="list-style-type: none"> <li>→ Scouts need to make sure that after hard work:</li> <li>• The non-financial rewards from success are felt by all participants</li> <li>• To create a feeling of “we did this together”</li> <li>• A culture that celebrates success</li> <li>• Create program that helps to gain experiences with success in a shared and not competitive way</li> </ul>	<p><b>Outcomes from this workshop:</b></p> <ul style="list-style-type: none"> <li>- Get a culture of celebrating success: Fiesta, Party for Adult Volunteers, Trips, etc.</li> <li>- Use good evaluation tools and communicate not only on things that did not work but also on successes</li> <li>- Recognize the effort that was put into an event             <ul style="list-style-type: none"> <li>○ Grand-Mom example from KFUK DK</li> <li>○ Gatherings in which everyone is sharing their recent successes and celebrate them</li> </ul> </li> <li>- Tool for evaluation of successes</li> <li>- Need to challenge program and age section commissioners to make a program that induces a culture of collectiv success and pride within the movement</li> </ul>
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### 4. Other non-financial rewards (culture of “thanking”)

<p><b>Input Statements:</b></p> <ul style="list-style-type: none"> <li>• How can we better celebrate our volunteers’ work?</li> <li>• Do we need a “Badge Reward” system for our volunteers to value them?</li> <li>• Think of other ways to reward the volunteers</li> </ul>	<p><b>Outcomes from this workshop:</b></p> <ul style="list-style-type: none"> <li>- Badge system             <ul style="list-style-type: none"> <li>○ Nomination by the group/unit/team</li> <li>○ Reward years of volunteer work</li> </ul> </li> <li>- Meeting with “VIPs” as rewards</li> <li>- Greeting Videos from commissioner, project leader, etc.             <ul style="list-style-type: none"> <li>○ Using social media</li> <li>○ Showing what volunteers do</li> <li>○ Involve public media (TV, Press, Radio)</li> <li>○ External Recognition Effect</li> </ul> </li> <li>- Events and program for volunteer to have a good time</li> <li>- Recognition of work by the educational system (uni, etc.)</li> <li>- Discounts, Vouchers to thanks and as advantage</li> <li>- Free Calls within Scout network (Czech T-Mobile, Portual TMN)</li> <li>- Personal Letters from Team Leaders, Commissioners, other officials with a personal thank –you note</li> <li>- Quality measurement system (Slovakia)</li> <li>- Membership Card (discounts, recognition, ID, etc)</li> <li>- Rule that a project is only finished once effort has been thanked/rewarded for</li> <li>- Recognition tools using social medias             <ul style="list-style-type: none"> <li>○ Audiovisuals (thanks you note at the end)</li> <li>○ Thank-You pages</li> <li>○ Using Tags</li> </ul> </li> <li>- Parties, Dinner, Celebrations including parents and leaders and children</li> <li>- Certification for time and effort spend in volunteering</li> </ul>
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