

Inspire Volunteers “Keep Them”

**Looking at today and two years from today, what challenges do you see in your LMSC?
What strategies or ideas would you suggest to LMSC Board volunteers to attract leaders to fulfill those LMSC Needs?**

What inspires you as a volunteer leader?	How do you find out what inspires others (current or potential volunteers)?	What strategies or ideas would you recommend to LMSCs looking to inspire their volunteers?
The desire to give back	ASK	Ask, put out feelers, specify what you need
others with same interests, others who are better at things-more knowledge than me. Fun people, possibility of bigger better community worthwhile work, make difference to others, compassion	get to know them and what they like/do their importance=help steer, capitalism on other’s passions, watch their interactions	Have “get to know you” games, offer tokens of gratuity, people building/skill building time, hold meetings away from swim meets- at times less stressful, collective goals
Guiding and celebrating the successes of fellow board members, volunteers with their initiatives	Observe, Ask and Listen, Think about their perspective	Keep it FUN, identify common goals and devise a plan of implementation, Empower your volunteer to implement optimize opportunity for success. social media, recognition
Passion for learning and sharing knowledge/experiences, Satisfaction from helping people learn and/or define and achieve their goals, helping people broader their experiences	observing human behavior (enthusiasm, complaints, engagement/ disengagement), proactively seeking input/feedback	Initiate events to create community and drum up involvement. Harness technology to give members (potential volunteers) a voice in the LMSC.
Accomplishment, acknowledgement of accomplishment	ask, observe, listen, response, look for connections, passion, having FUN, them them do the job “THEIR” Way	Social connection, FUN events, connection communication, recognition, Masters & Special Olympics
Those who come out of nowhere and want to help or get involved	Ask them/look at the other groups (USA-S) or officials and see how they inspire	Ask-them-or take from other groups-parties, food, awards

<p>The need to keep USMS operation at the local and regional & national level to the organization; the desire to contribute to USMS and provide an opportunity for adults to continue swimming for health, wellness, fitness and competition (if desire), making a difference to others</p>	<p>ask their interest and abilities, find out what's important to them and what motivates them, observe their interests and abilities, listen to others</p>	<p>place person in a job where they'll succeed, don't micro-manage help them out, To inspire-find out what motivates a volunteer and provide something or a responsibility or "job" that would motivate them to help, recognition, award, required, provide membership, acknowledge, use social media, social outing, highlight volunteer, capitalize on what motivates people to volunteer add fun events to meets in possible</p>
<p>Do the right thing, to take a task and finish it, their ability to get other to work as leaders, able to make a difference, who you are, to connect</p>	<p>talk to them, every one is passionate, having fun, at matter, listen to others, how do they respond, social events, special Olympics/masters relay; successful, confidence their way, recognition</p>	<p>authentic, be positive, to think they can do it specific start with little projects so they are positive</p>
<p>Have a connection with the activity, working with other volunteers</p>	<p>where do they spend their times, they are active in the activity, they ask-listen</p>	<p>remove (or keep to) barriers to entry, help them get started, define the size of the work or task</p>
<p>knowing that I make a difference and that I am furthering and contributing to an organization that improves people lives and health, keep organization opportunity</p>	<p>Talk to people in your without club. Talk to people about what is important to them. What they see as current or future problems. Talk to your colleagues other people in your position on the LMSC to barn from each other experiences. Abilities, find a job</p>	<p>Let them know their value as a volunteer, how their contributions makes a difference and be specific as to their individual skills Find a job that inspires them specifically. Depends on LMSC needs.</p>
<p>Helping out with something. I like/am passionate about, Using my skills to give back, working with other people</p>	<p>Listen to them-align interests with LMSC needs, give them responsibility, give credit and thanks</p>	<p>Get to know people in the LMSC-branch out, beyond your comfort zone; recognize their talents and work-set collective goals, FUN; compassionate to others and their story; add FUN to events, bring social aspect, special olympics/masters meet</p>
<p>Do the best I can to help others achieve their goals</p>	<p>Ask them what they are interested in and help them develop</p>	<p>Be compassionate to the volunteers and try to see things form their point of view</p>
<p>I love swimming and especially Masters swimming</p>	<p>Ask? Put yourself in their shoes, observe</p>	<p>Recognize their efforts and time invested in volunteering, Thank you's for volunteering (Note, stuff...), Connecting on a personal level with them or the volunteer with others they are helping</p>

Making a difference, Helping others reach a goal, Connecting individuals, working with others	By working with them and paying attention to what they say, do, etc, survey volunteers to see what tasks they want to work on and at what level (Leader, contributor, etc.)	Determine who your thinkers are and who your doers are pair them to create solutions and complete tasks, survey volunteers to see what tasks they want to work on and to what level (leader, contributor, etc)
Being able to make a difference doing worthwhile work	Listening to what they are saying, learning more about them by talking to them	Love our awards and recognition, When people win awards, let them know before convention pay or subside convention cost so they can be there in person to receive their awards. Encourage LMSCs to utilize USMS store to award locally
Giving, Peaching “Thank you”; Being honestly asked for my ideas and opinions, (authentic), responsibility	talk to them	Person interactions to find out what they’re thinking, what motivates and inspires them, Ask for their ideas, opinions, recommendation; recognize “Thank” them
Connecting people. Breaking down “silos” so that “????” individuals or groups to connect, develop meaningful relationships and identify with and participate in a larger group, team or social dynamic, watching people overcome perceived barriers-self-imposed or otherwise	Ask them, LISTEN-be real with them, tell them something meaningful, trial and error; monitor what and show up for, Get to know them outside of pool, read body language	Make it fun, be creative, set collective goals, add an optimal social component to competitive events, hold events that are not always hardcore competitive—eg, participating; acknowledge/ recognize everyone in some way at some time, helps having them in the field
Getting a team to work together	Observe what they enjoy doing	Get potential volunteers together to work on a common goal, be authentic as a strategy, be positive, have a plan, stand with little projects so success breeds success. be specific is goals
Identifying an opportunity and gaining consensus on how to fix it	“Peel the Onion-ask others what they think or where they are at	Let them know they are valued by the team, Ask them if they want to help, never ask them to do a job you are willing to yourself
Giving back, seeing others succeed, accomplish goals	listen to what others say, get to know individuals, observe, ask questions	listen to them and place them in a situation they can be successful, give support when needed, voice confidence in them, allow volunteer to solve problem/task their way, public recognition
seeing others pride in their accomplishments	ask, listen, observe	public recognition in “print”
Getting people involved in something they enjoy to do in a different point of view	Get to know people. Observe them, how they work and process things, not everyone is the same	Find incentive programs people love to be recognized for their hard work. People feel good when people acknowledge their contribution and where they add value

Seeing happy, successful swimmers benefiting from my efforts	ask them what they want-suggest things for them to do and observe their reaction	acknowledge efforts with effusive “thank you”, Make it fun-have lots of social activities. develop stories of how their work has made a difference
To share my love of the water in a meaningful way	But find out or ask what do you think is important	To see what is important and ask what interest them and ask them to do something they like
opportunity to give back, opportunity to improve and grow our LMSC, lend leadership skills, experiences and enthusiasm from professional life	ask	create a process for continual feedback with action plan follow up
To deliver a great experiences/activities to the members I serve	To find volunteers who would/will create value to the organization	To sell the idea that serving your LMSC, brings rewards, Inspire/Suggest to swimmers to get involved in Board Meetings/Clinics
Other volunteers make me want to help, Seeing people having fun or being recognized, feeling good about contributing/making a difference	Talking to others, connecting with people face to face	mentoring, games/activities for birthday, write articles about people, volunteer at something else-Special Olympics
Positive feedback, accomplishing what we set out to do/a goal, pride for good work, inspiring others, need both head and heart people, community, make a difference by doing worthwhile work	Talk to them, ask them, watch them, Leadership Summit, (Tim Waud) traveling in a car, Get to know them, Sometimes need to stretch yourself to find out about another	Mentoring, orientation, games &/or activities together/social outings, lighter moments, recognition and awards, thank you notes, power of social media
To give back to the sport, enjoy helping people	ask about their interests, work and hobbies	be positive, try to support ad help them when they need it and do it for them
Love of swim and making it possible to have everyone participate	ask about swim goals, hobbies and family life	Survey monkey of lifestyles/using past history
Desire to make things better (doing worthwhile work)	FaceTime and ask questions, listen, affirm and recognize	clear expectations, freedom to own, trial; recognize work and success, set them up for success, let them do their job with support
accomplish tasks, happy recipients/other volunteers, recognition of a job well done	Ask them questions, observe behaviors	Regular, consistent-recognition of a job well done, clear description of task
helping others, belonging to something bigger than me, working with dedicated individuals	ask, search out talents and interests	led by examples-highlight individuals with stories, challenge and make it fun

provide ability to do what I love with others who love it	watching and talking with them	find out what prospective people love about swimming, and use as a hook to get them started
The challenges ahead, I want to know I was able to overcome them and be remembered as a respected volunteer that got work done	ask them over the course of several occasions to get to know them and build trust	provide extraordinary amount of recognition, giving the person the feeling of being appreciated, and significant they need to feel as if their efforts were not in vain, Recognize succession planning and mentoring more than anything else, It has to be a part of their culture
making a difference (Impact is what is motivating), learning about others, curious inquiry, fun experience-it comes natural when I am enjoying the work, who you are that matters	Listen, observe, conversations, ask questions about volunteers and people's lives	Ability to connect them social media, FaceBook, Twitter, Lake Erie-Relay; social outings recognition "volunteer of the month article, or get to know you
To do good for an organization, I can help; to learn different kinds of leadership skills	By talking with people and listening for some key point in which you can make a connection, then use that connection to build relationship and finding out what inspires them	Incentives, just finding sports for them to volunteer, there are people out there waiting for an opportunity
Desire for service, passion for adult swimming, getting a nice thank you for from someone who appreciates the effort I made,	ask, listen, observe	USMS volunteer swag, service awards/Dot Donnelly, specify what you need
Added responsibility, helping others succeed, improving outcomes	ask, discuss 1:1	challenge them, incentivize and recognize their accomplishments
Being effective and productive (success)	Talk, Talk, Talk to them repeatedly	Strategies with timelines for implementation (Challenge and structure)
Bringing the best quality experience to as many swimmers as possible, Giving to an activity that has given me so much	Ask! What do you like best about swimming. What would make your experience as a swimmer better	Make sure directives are clear and concise. Give feedback and direction; Keep ideas fresh-new faces needed
Accomplishing goals with others that I lead in a process. Inspiration comes from people you are leading achieving their goals and being happy and proud	Talk to them, Listen to them and see what interests they have	Having members to seek out volunteers. See what LMSC needs and areas they need help and develop strategies/ideas from that

Helping others, watching others participate and enjoy the activities, make new friends, positive feedback for a job well done	Observations. Asking questions	Get out and meet your members, Be observer
The ability to work on common goals with fun people with whom I share an interest (swimming); that volunteerism is usually complimentary activity and not judged negatively, that I can learn new skills or put use swills that I wouldn't otherwise use	Car rides conversations	Beware of looking like the person who always trying to get something from each interactions, always assessing, evaluating
To provide the some opportunities, was provided by others that may not exist if I did not do them, TO do the job the best I can as it reflects on my abilities	listening to them. Observing how the interact with others	find people with right skills who have a love of swimming
Feeling like I'm making a contribution to the swimming community	One to one conversations, listening, limiting time commitment, maximizing personal	Free membership/reimbursement, roles or projects with specific deliverables
I like to get out of myself and give back, I enjoy other peoples drive, ambition and enthusiasm, I like to broaden my horizons to be in the know and understand	Listen, acknowledge, Affirm, Respond	Acknowledge, Validation

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

What did you learn?	What will you try?
some LMSC job descriptions differ between LMSC as to responsibilities	More co-representatives
Use skype-ready to talk-go to meeting-community building for LMSC, feedback, Survey Monkey (Registration) to feedback and info from LMSC	
use technology for meetings and community building, survey monkey-survey sent by registrar, important to give people a voice	skype for business/Go to Meeting, Tying into Special Olympics-create partnerships, Have meetings after Sunday practice 1 time per month
Make a difference in whatever you do, Impact of talking face to face and listen to others	More brainstorming sessions to hear more ideas from fellow volunteers, increase more social activities
2012 TED Talk, Live my legend.org , What is the work you cannot do? Head versus Heart-balance is important, Little bitty steps, surround yourself the people what inspire you, Attract->Develop->Inspire	Keep balance by keeping “head” people around as I can be more of a “heart” person; place people in a position they are good at; support them
People are passionate, capitalize on that, social aspect and fun are critical-must have a fun and social aspect, It is about theory people, giving back, I think we all know to listen to others, but more than what their say-what they respond to, body language, compassion to others and their story, recognition is important	Add FUN events to meets, it’s not all about TOP TEN, Bring social aspect to LMSC, Special Olympics/Masters Meet; Make sure we have collective goals, “What is the work you can’t not do”
Post cards to member with yearly schedule	Post cards
Peel the ONION-Ask questions, Be observant, Break down barriers to entry	ASK
Survey volunteers, pair thinker and doer to get things accomplished	Increase, Arrow upward, Meet more often with Chairs and board
Recognition of volunteers	
Celebrating success of all board members, Observe others, thinking about their perspective, listening to what they are saying. LMSC subsidize, “award winners” cost of travel, Keeping it FUN-ID goals implementation and empowering then to implement	Inspire/attract/develop; “what is the work you can not do?” All info is on “Guide to Operations” Live my Legend”
What inspires leaders is a diverse and varied as what inspires the individual swimmers	Relay meet meeting good swimmers with another, perhaps underserved population, such as Special Olympic kids, disabled swimmers, children, etc
It all starts at the deck	Inspire-Face to Face
Need to listen and tap into volunteer needs/motivations, keep things moving	Look at current board members-do “working styles” more social gatherings? More face to face monthly meetings, Do SWOT Analysis?
Feed the beast	more conversations (?? should it be conversations) with people
Authenticity	Going to meets to connect, Sharing small story/experience might instill allegiance, Let people do the job their way
Buzz words and definitions which remind me of strategies, ask for help or inspiration from others, everyone is passionate, Social aspect is really important, Learn about people including body language, be compassionate (about their story)	more one on one contact-phone or in person
Similar ideas, heart vs head but same idea, the person if they win an award, do more social events, be compassionate	more social/fun/non-competitive events, special Olympics/Masters meet Relays=combo 2/2
Get-Grow-Keep, Attract-Develop-Inspire, livemylegend.org	
Similar ideas-on the same page, everyone is passionate about something, that one conversation	face to face, committees a job for everyone, year calendar
listen to answers to questions	be intentional at volunteer recognition->ask how Pacific does their Annual Meeting, Volunteer Recognition
Add in FUN events to meets, special Olympics/Masters meet combo meet,	
Inspire, Attract, develop	use both head and heart; specify what you need, do not micromanage-let ‘em do their job THEIR way
	Inspire-Attract-Develop
Head and Heart are necessary and should be balance	LISTEN
Feed the base, Allow time to get to know people	Term limits can be good
Asking people is important as listening, Filling a need that not getting done	Pro-active, make sure to recognize efforts of others
People need to feel wanted and needed in return they need to be acknowledged, know your making a difference	Listen and authenticate their ideas and what they have to bring to the table