

volunteer

INVESTMENT PROCESS
(VIP)

creating a VOI "E" (for
effective) TEAM

A volunteer manager's process for developing and investing in effective volunteers

Outdated: Volunteers arrive ready to serve

Volunteers are talented people who develop into effective volunteers through strategic involvement.

Outdated: Volunteers don't need investment

To be effective, volunteers need strategic support by investments in communication, education, mediation, etc.

Outdated: Volunteer managers only coordinate

Volunteer managers work from a strategic toolbox to ensure volunteers are engaged, sustained and effective.

for more info visit: <https://volunteerplaintalk.com/2020/01/22/what-do-lovols-do-all-day/>

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1

VETTING

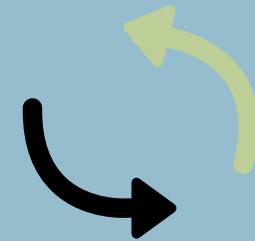
background checks, personal interviews, etc. ensures clients and staff work with people who do no harm and add valuable time and talent to meet organizational goals.



2

ORIENTING

immersing a volunteer into organizational culture equips them with the necessary emotional glue to embrace the mission.



3

LOOPING

continuous checking in and feedback creates a working relationship between volunteers, staff and clients that delivers results.



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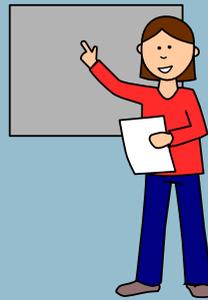
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this policy exists
because..."

4

EFFECTIVELY COMMUNICATING

continuous communication ensures
volunteers understand policies,
expectations, opportunities,
directions and mission goals.



5

TRAINING

on-the-job training ensures
volunteers are equipped to
function within their roles
which frees staff to accomplish
more.



6

EDUCATING

continuous education
disseminates important
information so volunteers are
up-to-date, and valued
members of an educated team.



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7

ADJUSTING

flexible adjusting creates a symbiotic relationship between volunteers and mission goals which sustains and increases their commitment.



8

MEDIATING

stepping in, having difficult conversations and mediating ensures all stakeholders are satisfied, thus eliminating disgruntled behavior while increasing connections.



9

STRUCTURING

structuring the volunteer initiative with innovative thinking lays the groundwork necessary to attract and sustain today's volunteers.