CED 712

Friendstorming and Recruiting Commissioners

Teaching Objectives

(Estimated Time: 50 minutes)

3 min **I. Introduction**

5 min **II. Course Description and Learning Objectives**

- This training module is for council leadership, designed to help facilitate a volunteer prospecting "best method" exercise, for identifying large numbers of potential candidates for various levels of service.
- Presented by council leadership (i.e., council professional, council commissioner, council VP, asst council commissioner…) at regularly scheduled district meetings.

In this course, a commissioner will be able to:

- Understand what makes a likely candidate to serve as a district/council volunteer.
- Know the value of Friendstorming as a 'Best Method' for recruiting district volunteers.
- Know more about why people volunteer.
- Lead or assist in the delivery of a Friendstorming session in your local councils & district.
- Know how to conduct a successful recruiting program with emphasis on strengthening your local districts.
- Understand that follow up with a prospect list is critical to success

8 min **III. What makes a likely candidate to service as a district/council volunteer.**

A. *Suggested Training Method(s):*

1. Through facilitated discussion, explore the positive attributes of an effective district/council volunteer…
2. Assumption: That unit leaders can use the movement's program in a manner to make a difference in the lives of young people.
3. Assumption: That district volunteers will do whatever is necessary to ensure every unit leader's success.

8 min **IV.** **What are the components of a successful recruiting program?**

A. *Suggested Training Method(s):*

1. Through facilitated discussion, collect the responses from participants…

a. Determine needs
b. Develop a prospect list
c. Review list and decide where that prospect might fit best
d. Who has a relationship with the candidate?
e. Ask the candidate, with clear expectations
f. Have a backup plan
g. Onboard and engage new recruits

6 min **V.** **How can Friendstorming be used?**

A. *Oral Presentation*

1. Describe Friendstorming: an effective method of quickly gathering a list of prospects from people who have some relationship with the prospect

B. *Demonstration*

1. Demonstrate how Friendstorming works, using a flip chart and a couple of volunteers

2. Collect a few names and show how they would be recorded.

8 min **VI.** **Why is following up a key to successful recruiting?**

A. *Suggested Training Method(s):*

1. Through facilitated discussion, make clear the following points…

a. A prospect list alone is not enough
b. You must follow up and recruit effectively
c. Prospects will be enthusiastic when they agree to take a position
d. They must be onboarded through a mix of guidance, training, coaching and mentoring to ensure success.

5 min **VII.** **Summary (Outcome) with Review of Learning Objectives**

5 min **VIII.** **Any Questions?**

2 min **IX.** **Closing / Commissioner Minute (optional)**