

Tools We Use (or don't) World Café – Alex Jegier

World Café Discussion Questions:

1. Volunteer help from your community is sometimes an excellent tool for recreation. How do you see yourself engaging with volunteers to help create better recreation opportunities?
2. If you were to leave your current position, what tools would you need to successfully pass on your knowledge to whoever is taking your place? Or, what tools do you wish you had when you first started?
3. What is your “I have a hammer so everything is a nail.”? In other words, what tool(s) do you always use that might not be appropriate? What could replace this/these tool(s)?
4. What tools do you currently use at work? What barriers might these tools create for other recreation leaders or your community to engage in recreation?

Volunteer help from your community is sometimes an excellent tool for recreation.

How do you see yourself engaging with volunteers to help create better recreation opportunities?

recreation
es?

Parent-
kid
roles

(Challenge)

→ reach new volunteers

Same

Ten

People

⊕ their kids

How to
Support + engage

Volunteers?

Creative/unique
incentives

History
strong community
volunteerism

Sharing
passion they're
doing
to align

Access other
for staff time/agencies
time/work

Specific
things like
can start small

ask,
ⓈⓈⓈ
broad request

Respect
Person's
skill

Consider
your target

↳ build group
volunteers
Plan

People's expertise
set they bring
as a part of
your program
overall

↳ build group
volunteers
Plan

as a part of
your program
overall

insisting
on quality of
communication
what's expected

Defined
Roles

Honarium

- call people
- use food to attract people.
- more community events.
- give out swag.
- Try to get them to volunteer young, so they will help out. They're older.

Expectations
Succession

Baked Goods

finding jobs
for people w/ abilities

Storytelling

- "epic"
- be a part of
this major event
"heart strings"

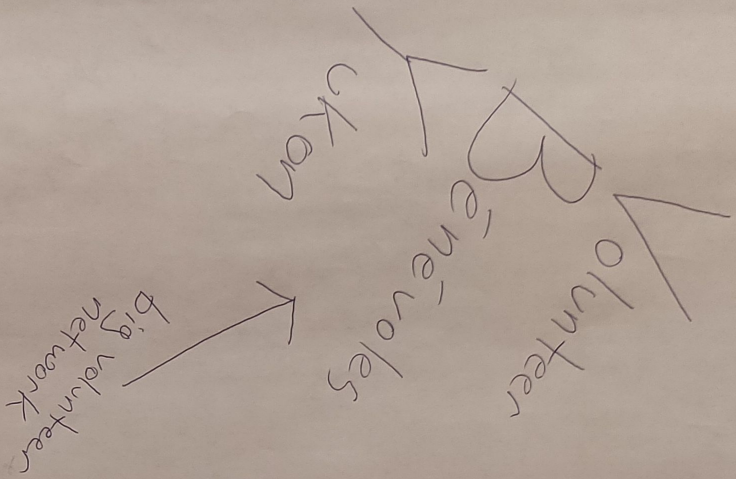
- Make it fun & fun

- tom Sawyer's → Verbal Momentum
- collective experience
- ownership / HONUS / expectations
- Value

- Collaborative
Volunteer partnerships w/
other agencies
- Recruitment / Procurement / Retention
- Lack of Volunteers

- Food Engagement
- Volunteer committees
- Value based incentives / passions
- Defined roles / plans
- Volunteer mentorship / succession

Passions
Big ID + build on it



Building community
gather together.

Volunteer
- always same
- burn out

One offs to
try
expect to be paid /
honorariums

volunteer
sign up
app / program
so easy to
sign up

Event
volunteer
day → provide great food
→ "open House"

Sliding Scale
membership
↳ commitment
of 1 hr of volunteering

Volunteer
certificate
letters of recommendation
→ perks: offering service
exchange.

testimonials
(
inspiration

#1, 2, & 3
Same Time
Order &

→ Partnerships

→ finding Peoples

→ Support

→ Incentive

→ Shrink the change

#2

PASSIONS

#3 Skills

Give them what they need to do.
the tools they need to do.
reduce barriers
empower them
ask & listen
buy in what they need

Push them
Outside of their
Comfort Zone
to do something
they love.

Gratitude

Offering courses
training to
increase skills

Appreciation
public recognition
from the heart

If you were to leave your current position, what tools would you need to successfully pass on your knowledge to whoever is taking your place?

Or, what tools do you wish you had when you first started?

Procedure Manual
Succession Planning

Multi-tasking
Networking / Key Contacts

List of things that need to be resolved
↳ what are the red flags, upcoming budget needs

Yearly Calander of Deadlines ^{and} due dates

having an ^{exit} interview w previous employee for Overlap
for knowledge of what has been done + what
Needs to be done "Heads up" - Guide Document

list of contacts

Year in Review
Calendar
facility - maintenance services
also important dates
events
- Strong board members
Travelling with staff & bus
when I can't take up on other projects

Policies Procedures

data loss to sets lost when
one person leaves -

Start from
scratch.

Manuals
small details
Reference Guide

* Strong support team
passing info to the
support staff

Community Building
Connection

Updated
Procedures of Tracking
info - Hawthorne &
Methods Tracking with
technology

- The
- Board
- constantly
- Emails
- Text messages
- Snap

Position
annually written
Position

inventory
cache

st
work

staff
inventory
assessments

Policy
framework

on / sit down

User Manual

Organized
communication
methods (distinct
meetings)

onboarding templates

inter-agency
collaboration

Rec director
school / like
pool school

160

Manual
overall
Guided
responsibility.

o Contact List

↳ network connections

o intentional opportunities to get to know who you're working with, strengths, how they work best

o Inventory of equipment

↳ a system to organize it

o Resources, ideas, inventory of ideas, current data

o Records of what had been done before

Position
Manuals written
by prev. position
holder.

o Broad list of resources available to use for your position

Mentorship

o chance to connect/meet/coach w/ past person in role

day one

① leave detailed
blueprint of previous
activities / program (1-2 years)

go to next page!
Build support
in workplace

SARBS
RDPK

Aligning with
TRANSITION

making
new the
connections

"insert your
passion
here"

"cross"
Training Checklist
- Not learning everything
in the first week
communication
what needs to be done

Detailed Checklists
↳ little things that are critical
manual
a video graph

Transition period
checklist

calendar

BETTER CONTINUITY
- less gap between person
ending next one starting
OR AT LEAST EFFORT /
EXPECTATION TO CONNECT
AFTER TRANSITION
TAKES PLACE

list of contacts

* Strong support team
passing info to the
support staff
Community Building
Connection

- Up to date
proper way of Tracking
info - Hawthorne &
Methods Tracking with
Technology

- The
- Board of
- Constant
- Terma

Year in review
Calendar services
facility - maintenance
also events important dates
Reports
L Quiet times - when
can't take upon
other projects

- Strong board members
Tram for Board.
Working with Staff & Board
Goal strong
relationships

Policies Procedures
databases to sets lost when
one person leaves -

Start from
Scratch.

Manuals
small details
Reference Guide

- ego checks

- goal setting/
mentorship

Overlapping time
to close gap

- passwords
- contacts / who to ask
- sharing your social connections
- list of acronyms
- organization chart

Team
interviews

Reports
"Drive" sharing
Documents

Succession (Plan)
Begins on your
first day

interactive onboarding
→ short videos of how to do it

interactive on boarding
↳ short videos of how to do it

team interview

• video feedback
as part of
training

- A more detailed tour of the building
- shown where everything is kept
- know all the information you need when you first start
- finding out months later
- have copies of all the monthly schedule

- Welcome + Intro's
around work.

- Re build relationship

+ 2 >

Curiosity

Ask
Good

Questions.

management support

- being asked about your interests
- embracing your skills

What is your “I have a hammer,
so everything is a nail.”?

In other words, what tool(s) do
you always use that might not
be appropriate?

What could replace this/these
tool(s)?

Youth as
leaders

MENTORSHIP

- youth
- healthy adult
mentors.

step outside
box - vulnerability

path dependence
↳ we've always done
this - default comfort +
familiarity

"Can we
not afford to
do this?"

as educators
beyond experience
- learn skills (ex maint.)

people remember how they
felt (not always what
learned)

program
assessment
tool
- scoring

↳ "fiscal responsibility"

language

beyond fitness
↳ character
development

Email Contact

- The internet
- Board of Directors
- constantly going to Rec director
- Emails
- Text messaging
- Snapchat
- too many communication methods
- too much time spent on trying to catch upon messages
- phone calls can replace some emails.

customer support

Planning Center
↳ registration
↳ calendars
↳ payments
↳ Printable Data sheets
↳ Attendance

Replacement
- Showing spirit in communities
- Calling

Feedback from peer group
Diversity from verbal in person

Email prompts

post is bad
lost to clarity

Working in Silos

Social Media
- All platforms
- paper
- Email newsletter
- KEELA
similar to Mailchimp

APPARENTLY KIDS
AREN'T ON FACEBOOK
... NEED TIK TOK
UGH

* Collective impact - ask
Doing the same thing in
as often but not
knowing about it
Art connecting
Making it people's jobs
to collaborate

Food prizes
↳ this can be a slippery
slope. We need to
offer more and
more prizes & food.

Replace...xyz...
↳ go to meet people
to talk and have
discussions face
to face

We need a way to ~~create~~
increase the VALUE of
Community.

Replace ...xyz...

↳ go to meet people
to talk and have
discussions face
to face

Food & prizes

↳ this can be a slippery slope. We need to offer more and more prizes & food.

We need a way to ~~create~~ increase ^{the} VALUE of Community.

What tools do you currently use at work?

What barriers might these tools create for other recreation leaders or your community to engage in recreation?

spare

etymology
GTDono.

Holacracy
Title \neq Role
Role \neq Person

Needs: - openness to change

Common

Posters
Limited Visibility
too many, get ignored with stimulus (i.e. too many posters)
Clear
Mission/vision
Purpose

Community Events ie. BBQ's

↳ Not everyone comes out.

↳ Not a lot of Elders.

Instagram.

↳ Limited people.

The Kids

↳ One kid to

Bring & tell the other kids

Emails

- ↳ overwhelming
- ↳ easy to ignore

Display Boards

- ↳ hard to read while driving by
- ↳ don't know how many people you are reaching

Newsletters

- ↳ Mailchimp
- Only half open

meeting people @ events
(tradeshows, markets)

meeting them
where they're
at!

↳ Strength based approach

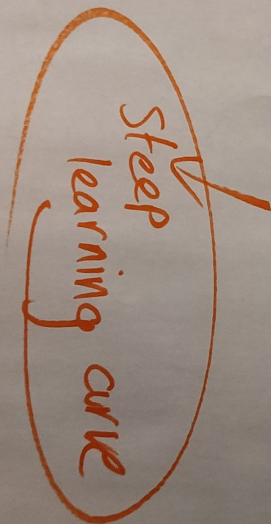
How is your
chance?

Sharepoint

Different org
similar mandate
but not working
together

Specific Interests
Program

Positive Program experience



Sauna

Asana

Project
management
Software

Proprietary
prog - challenge.

baffling

Way to
inventory
access
slow

Approach.

Connection to Youth

equipment
+
cost

Difference
overlapping/similar
but not

Specific Interests
of Program

posit

Working with FNU
and other partners in
the community

Older

- Face to Face
- for pamphlets

Phone - email
- Go through local

Schools -
community events

Facebook

- ↳ doesn't reach seniors
- ↳ need to use posters or newsletters
- BUT good for reaching 25-45 year olds and people in the communities

Comp 200

— scheduling
tools

(ie scheduling
force)

— Social networks

— six degrees of
separation for
networking

— public forums

Topic

Transportation
barriers, especially
for Yukon-wide
conversations/events

Online
ordering too!
- how to
change

ex canes
at Yukon
equipment +
facilities
ex
People +
skills
ex
Research
first
job

Consistency

Funding Structures
purchasing vs. maintenance

Attitudes

focus on
what we're
meeting about
where they
are? they people

early
adopter
of tech
↳ others not
there yet

What tools do you currently use at work?

What barriers might these tools create for other recreation leaders or your community to engage in recreation?