



Minnesota Association for Volunteer Administration (MAVA) Training Topics

Top Trends in Volunteer Engagement

This training will offer concise key findings about current trends in volunteerism from recent research. MAVA will share practical tips on how to capitalize on the trends and successfully involve volunteers in higher responsibility roles, engage volunteering to gain workforce skills, involve interns, and prepare for an increase in volunteers from particular age demographics, including Boomers and Millennials.

Volunteering Across the Generations

How are Millennial, Generation X, Boomers and Traditional generation volunteers similar and different? In this session, learn how a better understanding of generational characteristics can help your organization be successful recruiting and retaining volunteers from all generations. Share your experiences with volunteers from the different generations and hear strategies for engaging individuals from each generation as volunteers.

8 Strategies for Creating a More Inclusive Volunteer Program

Many organizations struggle to engage volunteers who reflect the racial and ethnic diversity of the communities they serve. MAVA has spent the last several years engaged in research around this topic, resulting in a set of 8 strategies for creating a more inclusive volunteer program within nonprofit and government organizations. These strategies serve as a starting point for volunteer engagement leaders who are seeking concrete next steps for better engaging volunteers from racially diverse and immigrant communities. Participants in this training will learn about the eight strategies, hear stories of success, and create an action plan for launching a more inclusive volunteer program within their own organization.

Inspiring Staff Engagement and Readiness in Working with Volunteers

The scope of volunteer involvement within an organization hinges on the excitement of staff at all levels about what volunteers can contribute, as well as their readiness to support and partner with volunteers. A groundbreaking MAVA survey pinpointed key staff concerns about working with volunteers. Staff concerns included time needed for supervision, client confidentiality, and availability of volunteers with needed skills. You will take home tools that you can use to address the key challenges staff perceive in working with volunteers, and tools that will contribute to developing a cutting-edge knowledge base on how to inspire staff to capitalize on volunteer resources.

Engaging Volunteers in Skill Based and Higher Responsibility Roles

Many organizations are rethinking how volunteers can be involved in skill based and in higher level and leadership roles. With limited resources for staff, this is one of the few routes open to do more, or even keep up. This training will:

- Explore opportunities for involving volunteers in project leadership and skill based roles
- Look at the complexities of volunteers being placed in higher skill based roles
- Offer strategies for success in engaging volunteers in skill based and higher responsibility roles.

Volunteer Management 101

No matter the size of your organization, there are core pieces that need to be in place to achieve results through volunteers. This session will cover the best practices for engaging volunteers. You will learn key components of designing volunteer positions, volunteer recruitment, risk management, volunteer recognition and how they work together for a successful volunteer program.

Cutting Edge Strategies for Engaging Volunteers to Meet Mission

In the "New Normal" of high demand for service and tight funding, nonprofits are turning to volunteers in fresh and creative ways to meet mission. MAVA has been developing strategies to do just that. Learn what we have found in researching trends, surveying our members across the state, and leading focus groups with nonprofits that deliver the majority of their services with volunteers. Attend this workshop to:

- Chart a new direction for your nonprofit with 9 cutting edge strategies to help maximize the impact of volunteers.
- Explore how to design volunteer positions for today's volunteers, streamline your volunteer program, and get organizational buy-in for a culture that focuses on impact through volunteers.
- Assess your organization's readiness to fully engage volunteers and move your organization to a next level of volunteer engagement.

Designing Shorter Term and More Flexible Volunteer Positions

Increasingly volunteers are seeking shorter term and more flexible volunteer positions. Whether we like it or not, this is one of the main current trends in volunteerism. Come to this session to explore how to re-design volunteer positions for today's volunteer workforce and hear tips from your peers. Learn and practice six strategies for re-designing volunteer positions for volunteers seeking shorter term and more flexible volunteer opportunities.

Innovation in Community Engagement

Are you ready to open new possibilities for volunteer engagement at your organization? One of the best places for an organization to innovate is in volunteer engagement, where the change is fast-paced in who is volunteering and what volunteers have to offer. This session will start with three vignettes of nonprofits that had success innovating in volunteer engagement. We will then turn to game mode where your small group will take the challenge of creatively applying the talents of what today's volunteers offer to a typical nonprofit scenario with the aim of sparking mental agility in looking at volunteer resources in new ways. In the process, you will learn the top strategies for creating innovation in applying the changing wealth of talents the new volunteer workforce presents to the mission of your organization.

Strengths-Based Volunteer Leadership

Learn about your top five leadership strengths and how you can apply these strengths to the work you do in your organization. You will learn three keys to being a more effective leader: Knowing your strengths and investing in others' strengths, getting people with the right strengths on your team, and understanding and meeting the four basic needs of those who look to you for leadership. You will receive a code to take the online strengths assessment by purchasing the book *Strengths Based Leadership*, by Tom Rath and Barry Conchie. Please purchase the book and take the assessment prior to attending the workshop.

Customized Workshops

MAVA's experienced staff can create a customized training workshop to meet your needs around volunteer engagement. Contact us at office@mavanetwork.org or 651-756-7951 to learn more and get started.