Volunteer Management:
Strategies for Cultivating Leadership, Innovation, and Connection
NACAC National Conference
Louisville 2019

I. Managing People
   a. Terms of Engagement
      i. Utilize top motivators: Job Challenge; Accomplishing something worthwhile; Learning new things; Personal development; Autonomy; Praise

   b. Clarity of Roles, Responsibilities, Expectations
      i. Create job descriptions and articulate functions to help guide accountability and activity

   c. Succession and Progression
      i. Consider future leaders and be intentional about how you engage those volunteers—mentorship and coaching is essential

II. Cultivating Competencies
   a. Leadership Development
      i. Integrate opportunities for crafting vision, managing resources, communicating change, and employing strategy to move the effort forward

   b. Industry Awareness
      i. Engage in discussions regarding the future of work, as it pertains to this area of focus; cultivate interest and awareness for changes on the horizon, and the leaders necessary to move the industry forward

   c. Financial Stewardship and Acumen
      i. Expose and coach volunteers in the importance of financial planning and resource allocation—budgeting is often a critical facet that separates levels of management; include forecasting and sustainability

   d. Human Capital Development
      i. Demonstrate importance of personal and professional development by focusing on critical competencies required for continued growth