

People Processes: Clarity & Consistency

[The Geometry of Community: Creating More Volunteer Engagement Opportunities](#)

Blog
[Elijah van der ...](#)
August 2, 2018
2



We've all been there... an AMAZING volunteer walks through the front door offering their support. Maybe they're a professional videographer, or they have a PhD in your issue area, or they're a marketing expert. So naturally they spend the next day licking envelopes - and then they stop answering your calls, never to return.

Managing volunteers is hard, especially when our organizations only offer a limited number of roles for high-skill volunteers.

[Read more about The Geometry of Community: Creating More Volunteer Engagement Opportunities](#)
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[Feedback: It's Not a Sandwich](#)

Blog
[Erin Ticknor](#)
October 2, 2017
1



When you decide to provide feedback within your organization, chances are your intentions are pure. Maybe you see the potential to smooth a point of tension, or an opportunity for improvement. Bringing up a tough issue can be uncomfortable, so you make sure to plan your approach carefully. But somewhere between your good intentions, the awkward Tuesday meeting, and Wednesday at the microwave, things go awry.

The feedback sandwich has always been touted as the solution to this problem. It works like this; first, you provide positive feedback, then constructive criticism, then positive feedback again. "That's DOUBLE the positive feedback!" you think to yourself job well done, and imagine your dazzling new life, free of conflict.

[Read more about Feedback: It's Not a Sandwich](#)
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[Succession Readiness: 10 actions to get you started](#)

Blog
[Maria Turnbull](#)
August 15, 2016
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When I joined Vantage Point 10 years ago, overly pessimistic alarm-bells were ringing with stark projections of a not-for-profit leadership “gap” due to a mass exodus of senior leaders. With Baby Boomers redefining “normal” retirement age and exiting at a slower rate than anticipated, not-for-profits are demonstrating a more abundant reality, finding new leaders quickly and effectively, both developing from within and attracting from other sectors...

[Read more about Succession Readiness: 10 actions to get you started](#)

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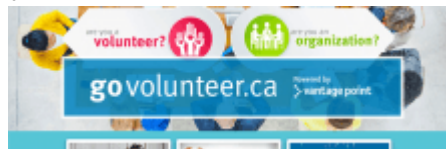
[Notice Anything Different? We've Redecorated Govolunteer.ca](#)

Blog

[Rebecca Jackson...](#)

June 16, 2016

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Welcome to the fresh, new Govolunteer.ca. You spoke, we listened. Over the last two years, we heard from YOU-- both prospective volunteers and not-for-profit organizations -- and have made your wish list into a reality. With thousands of users and data from over ten years, it has been quite the undertaking. The new Govolunteer.ca is a labour of love and we couldn't be more excited to share it with you! Now, we haven't just freshened up our look... we have added a ton of new features to make your experience connecting with volunteer opportunities and talented members of your community even easier and more interactive.

[Read more about Notice Anything Different? We've Redecorated Govolunteer.ca](#)

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[Notes from the Field: When impact becomes burnout](#)

Blog

[Vicki Haynes](#)

September 1, 2015

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When the final results of the board election came in at my AGM last week, my name wasn't on the list of new board members. I knew it wouldn't be, but that didn't make it any less difficult. I've sat on the same working board for the last three years. Each year, seven dedicated individuals become the brains and the brawn behind a three day performing arts festival that showcases over 100 performers in front of an audience of over 1000.

Several considerations led me to step down from my board of directors:

1. **Winning at recruitment** - We were able to generate a lot of interest from potential board...

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[Canadians Are Too Busy to Volunteer...](#)

Blog

[Carol Neuman](#)

June 18, 2015

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We think not!

I was invited to speak on [CBC's BC Almanac](#) today in response to the state of volunteering in Canada. I thought I would share some of the concepts that we gathered in preparing for the interview. Tell me what you think!

[Statistics Canada releases new study on volunteerism](#)

The [headline some will take away](#) from the study is that 66% of Canadians cite lack of time as a reason for not volunteering. But this statistic misses the bigger picture. Looking at the numbers another way, there's a different story: The proportion of Canadians who volunteer has held steady at 44%. So, accounting...

[Read more about Canadians Are Too Busy to Volunteer...](#)

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[How to Delegate for Development](#)

Blog

[Annastasia](#)

December 19, 2013

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In my [last post](#) I spoke about why delegation is important to develop others around you.

Yet not all types of delegation develop leaders. To do this, you have to delegate projects and tasks that tap into people's strengths AND into their intrinsic motivations.

Fans of Daniel Pink's bestselling book [Drive: The Surprising Truth About What Motivates Us](#), know that money alone doesn't motivate us. In fact, we are motivated by work that is purposeful (contributes to something greater than ourselves), provides autonomy (ability to choose how, when and with whom we get to work) and brings mastery...

[Read more about How to Delegate for Development](#)

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[Are Your Volunteer Roles Like Betty Crocker Cake Mix?](#)

Blog

[Annastasia](#)

March 11, 2013

2

Did you know... the first instant cake mix Betty Crocker developed did not sell very well? Initial product surveys indicated customers felt "just adding water" was too easy, and therefore the cake must not be worth eating. So Betty Crocker went back to the drawing board and added one more step - an egg. After 59 years I think it's obvious how successful this change made Betty Crocker.

What does Betty Crocker cake mix have to do with your organization's volunteer roles? Well - is it possible volunteers want a different experience than the one you're offering?

One of the most common sentiments I...

[Read more about Are Your Volunteer Roles Like Betty Crocker Cake Mix?](#)

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