**Section 5: New ideas from the toolkit workshop**

* ***How to get the right person in the right position*** *-be specific in your needs – try to fill gaps in skills by undertaking a skills audit. Understand why your group/ committee can never make a decision or people get involved and then leave.*

<https://www.mindtools.com/pages/article/improving-group-dynamics.htm>

<https://www.tools4management.com/article/forming-storming-norming-and-performing-group-dynamics-of-tuckman/>

* ***Give people a sense of the outcome their contribution has made****- we are all part of a bigger picture – jigsaw etc.*
* ***Feedback*** *– explain feedback loop:*

<https://knowhownonprofit.org/your-team/volunteers/keeping/supporting-volunteers>

* ***Be specific*** *in what you need, time frames, expectations.*
* ***Value*** *to you as a volunteer.*
* ***Ownership and collective action.***
* ***Change the way meetings are organised*** *-even a new set up within the room can yield different results.*
* ***Family activities.***
* ***Community activities calendar:***

<https://www.awarenessdays.com/awareness-days-calendar/>

* ***Bring a mate*** *-encourage people to come along with a friend- there is safety and confidence in numbers.*

* ***Talk to people*** *– nothing can substitute for just building relationships with people.*
* ***Convince people*** *there’s a need for their input and support*
* ***Mind your language****: don’t use the word ‘volunteer’ as this can be off putting; try to use other words to get people interested in working with you (ownership, delegation, support, doing your bit, playing your part, contributing, enabling).*
* ***Be brave*** *- leaders/ community activist must challenge the status quo and promote cultural change.*
* ***Design flexibility into roles****- ask ‘why not?’ rather than ‘why?’*