

QUICK TIPS

Organizations wither and die without effective use of the recruitment process. We need new members to bring in new ideas and carry on the traditions of our groups.

Below are some thoughts on what people look for when deciding to join a group and what kind of people groups look for.

Reasons people join groups:

Acceptance
Friendships
Responsibility & authority
Personal interests
Vocational interests
Social gathering
Skill development
Recognition
Prestige

What groups look for in members:

Enthusiasm
Skills and abilities
Capacity for development
Desire to work within group
Motivation
Ability to get things done
Interest in group goals & mission

LEADER BITS

are available on the following topics:

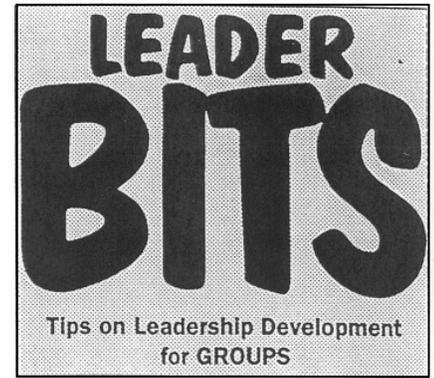
- Advising Groups
- Agendas
- Assertiveness
- Brainstorming
- Co-Sponsorship with Other Groups
- Communication
- Community Service
- Conflict Resolution
- Constitution/Bylaws
- Delegation
- Difficult Members
- Elections
- Ethics
- Evaluation Series
 - Group Performance*
 - Individual Performance*
 - Meeting Evaluation*
 - Program/Event Evaluation*
- Financial Series
 - Budgeting Organization Money*
 - Corporate Sponsorship*
 - Fundraising*
- Getting Involved
- Goal Setting
- Group Dynamics
- Icebreakers
- Marketing Your Leadership Skills
- Meetings
- Minutes from Meetings
- Motivation
- Newsletters
- Officer Transition
- Parliamentary Procedure
- Program Planning
- Public Speaking
- Publicizing Events
- Recognition
- Recruiting Volunteers
- Retreats
- Starting an Organization
- Stress Management
- Team Building
- Time Management
- University Events

LEADER BITS

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SILC staff offers programs and consultation in these and other areas of personal and organizational leadership.

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Getting potential members involved

In approaching individuals to get them involved in your group, you need to share core information about your group, and, most importantly, stress the benefits and opportunities a member would receive from their involvement.

BENEFITS

- Meeting new people
- Learning new skills
- Enhancing current skills
- Gaining work experience
- Getting out of the house
- Being needed
- Gaining recognition from others
- Influencing others
- Being a role model
- Meeting new challenges
- Making professional contacts
- Changing the status quo
- Gaining academic credit
- Building self-confidence
- Using talents
- Gaining responsibility
- Putting a hobby to good use

REACHING PEOPLE

Make these benefits known through:

- Friends
- Other organizations, living groups, classes
- Advertising and media approaches
- Successful programming
- Creating a good public image
- Public relations
- Honest outreach - really seeking new people
- Honesty in expectations of members
- Stability of group's structure – define where you have been, where you are now, and where you plan to go.

Basic information about your group to share:

- Structure/How group works/Who is involved Goals
- Job descriptions/responsibilities/expectations of membership
- Criteria for selection
- Programs and activities
- Meeting schedule

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Once you've got a good group of members, you don't want to lose them.
Here are some things an organization must do to retain its members:

- Successfully fulfill at least one of the needs a person had in joining
- Be consistent and directed, providing for periodic evaluation of structure, goals and procedures
- Provide procedures for change
- Provide opportunity for input and feedback from all members
- Share responsibility and decision-making powers
- Provide challenges

Check out the Leader Bits on Group Dynamics, Recognition, and Team Building for more information.