ReThinking Volunteer Engagement
Maine Health Access Foundation

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Get Connected

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Community Engagement
A Set of Common Practices

We have identified common practices that can be organized according to desired outcomes.
Keeping the practices in balance

If any one outcome is not pursued, there is an imbalance.
Where do we actually need volunteers?

**Type of Problem**
- Technological Innovation
- Raising Awareness
- Nudges
- Services
- Power

**Defining the Problem**
- We lack the technical expertise.
- We lack information.
- People make "bad" choices.
- People who want/need the change lack the power to make it.
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**Theory of Change**
- If we develop the right skills or technology, we will solve the problem.
- If people are informed, they will act to make change.
- If we create incentives for people to make "good" choices, we can solve the problem.
- Those with the power to make change do it for others.
- Those who want change work with others to acquire the resources they need to make change.
WHAT IS POWER?
“Power is the ability to achieve purpose”
Dr. M.L. King
Power is Relational
## ReThinking Volunteer engagement

<table>
<thead>
<tr>
<th>TRADITIONAL</th>
<th>What do they do differently?</th>
<th>TRANSFORMATIVE</th>
</tr>
</thead>
<tbody>
<tr>
<td>More numbers</td>
<td>Strategy</td>
<td>Transformative leaders</td>
</tr>
<tr>
<td>Centralized responsibility</td>
<td>Structure</td>
<td>Distributed responsibility</td>
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<tr>
<td>Independent</td>
<td>Actions</td>
<td>Inter-dependent</td>
</tr>
<tr>
<td>Marketing pitches</td>
<td>Communication</td>
<td>Relationship</td>
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</tbody>
</table>
Types of leaders

Lone wolfs

Mobilizers

Organizers
Distributed responsibility
Inter-dependent actions

- Increase motivation
- High engagement strategies
- Low engagement strategies
- Decrease motivation
Relational focus
Changing Nature of Volunteerism
Break
• **Three (3) rounds of conversation** with each round addressing one question.

• At the end of each round, participants are invited to **move to a different table**

• **New question discussed** while linking and connecting ideas with previous conversation rounds. Flipchart sheets provided to create a **visual memory** of the conversation
World Café Guidelines

- Have Fun!
- Play, Draw, Doodle
- Listen together for patterns, insights, & deeper connections
- Facilitate yourself & others
- Link and connect ideas
- Focus on what matters
- Listen to understand
- Slow down so you have time to think & reflect
- Contribute your thinking
- Speak with your mind... and heart
• Each table will have a host who remains at the table during the 3 rounds of conversation

The role of the host is:
  • To welcome newcomers
  • Share main ideas, themes and questions
  • Encourage guests to link and connect ideas
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To achieve better health, and contain costs, we must simultaneously improve population health and fundamentally redesign how we deliver care. The Rippel Foundation’s mission is to seed and support innovations at the frontiers of this challenging work.