



THE FUTURE OF HRAP VOLUNTEER FORCE

G

GENERATE

- Spread responsibility evenly across the organization
- Listen to all complaints regarding bias or discrimination
- Take a stand against inappropriate behavior
- Look for diversity beyond skin color and gender
- Foster open candid conversations with and among colleagues
- Educate ourselves about unconscious bias

GENERATE & MOTIVATE STAFF TO
CREATE A DIVERSE AND INCLUSIVE
WORKPLACE

R

RECRUIT

- Utilize titles that are effective on a resume
- Specify what we want done and the skills required to do it
- Describe the impact of our volunteers' efforts
- Go after the skillsets we need to make us competitive
- Implement a buddy campaign for friends to join HRAP together
- Enforce our background check requirements

RECRUIT THE BEST AND THE BRIGHTEST
TALENT

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OFFER

- Train volunteers to know the organization, people, programs and their job
- Train to establish a minimum competency expected to succeed at HRAP
- Train in skills that may be helpful in getting a paying job
- Train publicly to acknowledge a necessary level of proficiency required to excel
- By training we make the statement, we are professional, capable, doing important work and doing it well

OFFER CURRENT STAFF TRAINING TO
PERFORM AT THE HIGHEST LEVEL

W

WELCOME

- Share data and information in a transparent manner ensures everyone is in the loop
- Transparency promotes trust and can spot trends and opportunities that may otherwise go unnoticed
- Efficient collaboration promotes synergy the various departments and teams
- Integrate workflows to make it easy to build value and promotes efficiency
- Offer concrete ways to track and measure performance so that people can readily check how well they are doing

WELCOME THE FREE FLOW OF
IDEAS/INFORMATION ACROSS THE HRAP
SPECTRUM

“A lifestyle, not a job”