



## **Tools and Techniques for Engagement and Connection**

These tools and techniques can bring equal value to you and your organization as you work with board, staff, volunteers, the community and even your friends and family. Connecting with each other does not happen by chance. By creating structured ways for people to connect and have meaningful conversations we will engage each other and offer incredible opportunities to see each other as unique individuals.

Each one of these techniques will:

1. Enable each person to have a voice and be included.
2. Allow introverts an opportunity to think in silence.
3. Help people listen because they have written down their thoughts.
4. Generate multiple ideas and viewpoints.
5. Foster a nonjudgmental environment.
6. Prevent any one person from dominating.
7. Help level the playing field and the power dynamics.

If you have questions on using these techniques, please contact:  
Marge Smith, 609-213-5673 or [mlsprin75@gmail.com](mailto:mlsprin75@gmail.com)

## **MONDAY 1/30: 7:30 pm to 8:00 pm**

### **CONNECTING RESOURCES: *Discovering Resources and Needs***

Each organization and each person is a resource. We **all** have something to offer! In order to face our incredible community challenges, we need to be open to sharing both what we have to offer and what we need to maximize our resources. Clarifying our resources and needs will help strengthen both parties.

### **ACTIVITY:**

Please jot down on a 3x5 card or small piece of paper:

1. Something you or your organizations has to offer/brings to the table.
2. Something you or your organization needs.

Briefly go around and share your answers.

### **TECHNIQUE: *Writing your Thoughts before Speaking***

In order for each person to feel comfortable speaking, it is helpful to write down their thoughts before sharing. This enables each person to think individually without being influenced by others' responses. It also prevents anyone from dominating and encourages listening. The responses can be collected so each voice is "heard".

**TUESDAY 1/31: 8:30 am to 9:00 am**

**BUILDING TRUST: *Behaviors that Undermine or Build Trust***

Building trust is essential to working effectively with others. Yet, we rarely talk about how to do it. Using this simple exercise, people get the opportunity to reflect upon what is essential for them and then to gain insight into what others need.

**ACTIVITY:**

Please jot down on a 3x5 card or small piece of paper:

1. 1-2 actions that undermine trust
2. 1-2 actions that build trust

Briefly go around and share your answers.

**TECHNIQUE: *Writing your Thoughts before Speaking***

In order for each person to feel comfortable speaking, it is helpful to write down their thoughts before sharing. This enables each person to think individually without being influenced by others' responses. It also prevents anyone from dominating and encourages listening. The responses can be collected so tasks can be delegated appropriately and to increase overall motivation.

## **TUESDAY 1/31: 12:30 pm to 1:00 pm**

### **FUELING UP WITH POSITIVE ENERGY: *Subtracting a Negative Creates a Positive***

The key to successfully managing our human resources is discovering what motivates and drains our volunteers, board and staff. When done in a group format, it enables everyone to understand how different tasks can invigorate or drain individuals and reinforces the importance of matching the person to the job. It also fosters delegation because it frees people to give away what they don't like to do and keep what gives them joy. The truth is, by eliminating drainers, you reinforce the positive energy in a group, which propels the group forward.

#### **ACTIVITY:**

Please jot down on a 3x5 card or small piece of paper:

1. 5 things that energize you
2. 3 things that drain you

Briefly go around and share your answers.

#### **TECHNIQUE: *Writing your Thoughts before Speaking***

In order for each person to feel comfortable speaking, it is helpful to write down their thoughts before sharing. This enables each person to think individually without being influenced by others' responses. It also prevents anyone from dominating and encourages listening. The responses can be collected so tasks can be delegated appropriately and to increase overall motivation.

**TUESDAY 1/31: 5:30 pm to 6:00 pm**

**FUNDRAISING FAMILY FEUD**

Talking about money and what motivates someone to give or stop giving can be difficult. Understanding “the why” is necessary in order for you to build relationships with your donors in a meaningful way. After all, without proper funding, your mission and the community you serve is at stake.

**ACTIVITY:**

Please jot down on a 3x5 card or small piece of paper:

1. The top reason(s) why you give financially to an organization
2. The top reason(s) why you have stopped giving financially to an organization

Briefly go around and share your answers.

**TECHNIQUE: *Creating a Fun Environment to Facilitate Discussion***

Creating a non-threatening environment for discussion allows the participants to speak freely and share ideas about a topic that is personal to an individual. It enables you to gather data and present it in a fun and engaging way and has the potential of transforming behavior.

**\*\*IF YOU'D LIKE TO CREATE YOUR OWN FAMILY FEUD GAME, VISIT  
RUSNAKCREATIVE.COM\*\***

## **WEDESDAY 2/1: 8:30 am to 9:00 am**

### **DRIVEN TO COLLABORATE**

Using the image of a car and enabling people to communicate the role they play reinforces the need for collaboration. Alone we cannot do everything and make our organization move forward. As individuals articulate the role they see themselves playing, it enhances our appreciation of who they are, what they do, and how they contribute to the group.

### **ACTIVITY:**

Imagine your organization or group is a car. What role do you play?

Briefly go around and share your answers.

### **TECHNIQUE: *Using an Image to Increase Self-Awareness/Awareness of Others***

Selecting an object or image that connects a person to an idea, an activity, or something they care about enhances inter- and intra-personal emotional intelligence. It enables the person to be reflective. At the same time, people listen more intently because it's interesting and it appeals to their visual intelligence. They are also more apt to remember the content. It reinforces the importance of teamwork.

## **WEDNESDAY 2/1: 12:30 pm to 1:00 pm – Engage and Connect**

### **WHOOO ARE YOU?**

Using an animal to describe who you are is a fun, non-threatening way to get insight into the qualities and talents each person brings.

#### **ACTIVITY:**

Please complete the following opening sentence:

The animal I see myself as is \_\_\_\_\_ because \_\_\_\_\_.

Briefly go around and share your answers.

### **TECHNIQUE: *Open Sentences and Using an Image to Increase Self-***

#### ***Awareness/Awareness of Others***

Providing an open sentence such as, “I give to \_\_\_\_\_ because \_\_\_\_\_ or I volunteer because \_\_\_\_\_, enables each person to have a voice and be heard so you gain insight into motivation and values. In addition, notice that when people write something down ahead of time, they feel free to then listen because they aren’t constantly thinking of what to say.

Using an image to increase self-awareness/awareness of others.

Selecting an object or image that connects a person to an idea, an activity, or something they care about enhances inter- and intra-personal emotional intelligence. It enables the person to be reflective. At the same time, people listen more intently because it’s interesting and it appeals to their visual intelligence. They are also more apt to remember the content. It reinforces the importance of teamwork.

**WEDNESDAY 2/1: 5:30 pm to 6:00 pm**

**YOU CAN TAKE IT WITH YOU!: Reflecting and Sharing your Take-Aways**

As we are limited to one workshop per time period, it enables you to clarify your own key points and offers you a glimpse into the other workshops' meaningful content.

**ACTIVITY:**

Please jot down on a 3x5 card or small piece of paper:

1-3 ideas or activities you would like to take with you from this conference.

Briefly go around and share your answers.

**TECHNIQUE: *Writing your Thoughts before Speaking AND Sharing Take-Aways***

If we allow people to reflect, write down, and share with each other the learning they experienced, it can become more embedded in their consciousness. We also learn by listening to each other's take-aways.