Training Opportunities for Volunteers

Sections Congress - Amsterdam
22-24 August 2014

Loretta J Arellano, VLT Program Chair
John Meredith, IEEE CLE Committee Chair
Mario Aleman, Nicaragua Section Chair
Jill Madison, Richland Section SAC Chair
Agenda

- Overview of Training Opportunities
  - Loretta Arellano

- Center for Leadership Excellence
  - John Meredith

- Volunteer Leadership Training Program
  - Loretta Arellano

- VOLT graduates
  - Mario Aleman
  - Jill Madison
Why Is Training Important?

Don’t know how or where to get help

IEEE volunteers get ‘burned out’ and leave
Takes years of volunteering to fully understand all that IEEE has to offer

Don’t have an IEEE network to ask for help

Volunteer is not aware of other parts of IEEE
Volunteer Training can be found in many places in IEEE

- **CORPORATE**
  - Compliance

- **IEEE US**
  - Professional Development
  - SPAC

- **TAB**
  - Board Leader Orientation
  - Society Training
  - Conference Training

- **MGA**
  - CLE
  - VLT
  - Regional Training

- **EAB**
  - eLearning Library
  - Education Expert Now

8/23/2014
How does MGA reach its target audience?

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<th>IEEE CLE</th>
<th>VLT</th>
<th>Region Meetings</th>
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<td>Current Officers</td>
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<td>Engaged Volunteers who do not want to run for office</td>
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IEEE Center for Leadership Excellence – CLE

John Meredith
2014 IEEE CLE Committee Chair
IEEE Center for Leadership Excellence CLE

- ‘One-stop Shop’
- Targeted to all (Members and Volunteers)
- Online, Self-paced
- Combination of structured modules, webinars, podcasts
- On Demand content varies in length
- Access via IEEE Account
- Offers a jump-start for your new Volunteer role
When should Members and Volunteers use CLE?

- Interested in exploring a new Volunteer role
- Learn about new position
  - Helps decide if you want to run for a position
- Get new ideas to help support and make your role easier
- Broaden your knowledge of new skills
- Provide training to new officers in your unit
Developing a Training Program for Newly Elected Officers using CLE

- Request elected officers to read the *Quick Start* for the position in CLE before session

- Invite new officers to face-to-face training and planning session
  - Recommend holding within one month after election

- Promote dialog and Q&A among team members
  - Ensure roles and responsibilities are clear
Now that you have attended the Training Program

- Use the CLE Learning Library to develop new activities and programs
  - Organize a conference
  - Develop a new program
  - Learn skills to be an effective leader

- Use the suggested timeline from CLE as a guideline to develop your own timeline and a year-long plan for your unit
Don’t miss the IEEE CLE Learning Labs at SC2014!

Saturday

Lab 1
Time: 13:35 - 13:50
Location: Noorden

Lab 2
Time: 14:45 - 15:00
Location: Zuiden

Sunday

Lab 3
Time: 10:40 - 10:55
Location: Noorden
MGA Volunteer Leadership Training

Loretta J. Arellano
Program Chair, VLT Ad Hoc Committee
Develop Strong Volunteer Pool for Future Leadership!
2013 Total Respondents by Region - 49

Applicants Regions 1 – 7 = 14 (29%)
Applicants Regions 8 -10 = 35 (71%)
2014 Total Respondents by Region - 118

Applicants Regions 1 – 7 = 52 (44%)
Applicants Regions 8 -10 = 66 (56%)
**Total Respondents by Region**

**2013 Total Respondents**

49

**2014 Total Respondents**

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Program Participants Profile

**2013**
- **Gender**
  - Male: 86%
  - Female: 14%

**Member Grade**
- Senior Member: 38%
- Member: 33%
- Graduate Student: 24%
- Student Member: 5%

**2014**
- **Gender**
  - Male: 71%
  - Female: 29%

**Member Grade**
- Associate Member: 3%
- Graduate: 40%
- Member: 34%
- Senior Member: 23%
Program Participants Feedback

“I feel much better to take a bigger role in IEEE in the future.”

“Will run for Section Chair position on 2015”

“Gained knowledge necessary for easy navigation of all the IEEE electronic resources to use as a volunteer myself and to spread in my Section.”
2013 Pilot Graduates

Mario Aleman
- Region 9 – Nicaragua Section
- 2014 Nicaragua Section Chair
- 2014 YP CAPANA Chair
- 2013 VOLT program graduate
- 2012 YP Nicaragua Chair

Jill Madison
- Region 6 – Richland Section
- 2014 Region 6 Student Activities Committee Chair
- 2014 Richland Section PACE Chair
- 2014 Richland section YP Vice-Chair
- 2012-2013 Region 6 Student Representative
- 2013 VOLT program graduate
Thoughts from a VOLT Graduate
PART 1

Mario Aleman
Region 9
Nicaragua Section
• What is IEEE? What does IEEE offer? Where could I go?
• Networking and training opportunities
• Membership satisfaction, soft skills development
• Opportunity vs. Experience

2003 → Joined IEEE
VOLT Content and Program INPUTS

- Volunteers resources (New tools)
- Intense training and fluent communication
- Mentorship, new insights, critical thinking
- Team work experience, commitment
- Examples
VOLT Program OUTCOMES

• Identified what IEEE offers and its organization structure
• Gained leadership initiatives, vision and soft skills
• Developed ability and confidence to identify and solve IEEE challenges locally and globally
• Learned where to go and how to scale volunteer positions
• Benefited from networking, mentorship, motivation
• Accomplished team work assignments and new approaches
VOLT Program OUTCOMES

• **Particular Examples**
  
  ‣ **Motivation Results**
    – Young Professionals Hall of Fame Award 2013
    – Theodore Hissey
    – Senior Member R9 NIC (7)
  
  ‣ Mentorship and guidance (T.Quiel)
  
  ‣ Replicating training and insights with local members/non-members
    – New branches, special groups, initiatives
  
  ‣ Scaling leadership positions
  
  ‣ Vision enrichment and being surrounded of good leaders
Satisfaction vs. Experience

“Reinforcing experience in volunteers is granting members the knowledge, motivation and skills to change the world”

Thank you!
Thoughts from a VOLT Graduate
Part 2

Impact of the Program on my Professional and IEEE Career

Jill Madison
Region 6
Richland Section
Thoughts from a VOLT Graduate

- Motivations for program participation
- Useful aspects of the program
- Continuing Impact
Motivations for Program Participation

- IEEE Region 6 Region Student Representative looking to transition to other roles outside student activities
- Understand the tools available to members
- Expand network of like-minded peers
- Opportunity to be exposed to upper echelons of IEEE
Useful Aspects of the Program

- **Resources and Tools**
  - Hands on Training for IEEE tools like: WebEx, SAMIEEE, vTools, etc.

- **Professional Development**
  - CLE
  - Tools for strengths and problem solving

- **Exposure to a wide variety of speakers**
  - Q&A with industry leaders
  - Opportunity to present for IEEE executives
Continuing Impact

- Mentoring
- Career recognition
- Speaking engagements
- Profile in Spectrum
- Volunteers for committee
VOLT Impact Summary

- VOLT is the single program that has skyrocketed my IEEE career.
- The program is well organized, executed, and does not waste the participant or mentor time.
Volunteers are the pillar of the IEEE organization and the main drivers for IEEE activities worldwide.

Volunteers perceive IEEE as a key resource to gain knowledge and skills to further their professional growth and enhance their contribution.

Keeping volunteers engaged, energized, and motivated to serve in leadership positions is key to the success of IEEE.
Contacts & Resources

› Volunteer Leadership Training Program
  – Loretta Arellano, Ad Hoc Committee Chair
    l.arellano@ieee.org

  – Maria Schneider, Program Manager
    m.t.schneider@ieee.org
    www.facebook.com/ieee.volt

› IEEE Center for Leadership Excellence
  – John Meredith, 2014 IEEE CLE Committee Chair
    j.meredith@ieee.org
    www.ieee.org/cle
QUESTIONS