



# Leadership and Commitment

The Federation of Jewish  
Women's Organizations of MD

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# Generating Commitment

*talk about ....*

- Why people volunteer
- Ideas on volunteer motivation
- How to help volunteers live up to their potential
- Have some fun!



# Why Volunteer?

- give back to the community
- feel like part of the solution
- repay a “karmic debt”
- build up a “karmic bank account”
- have fun
- be with people who share my values
- get out of the house
- feel useful and needed



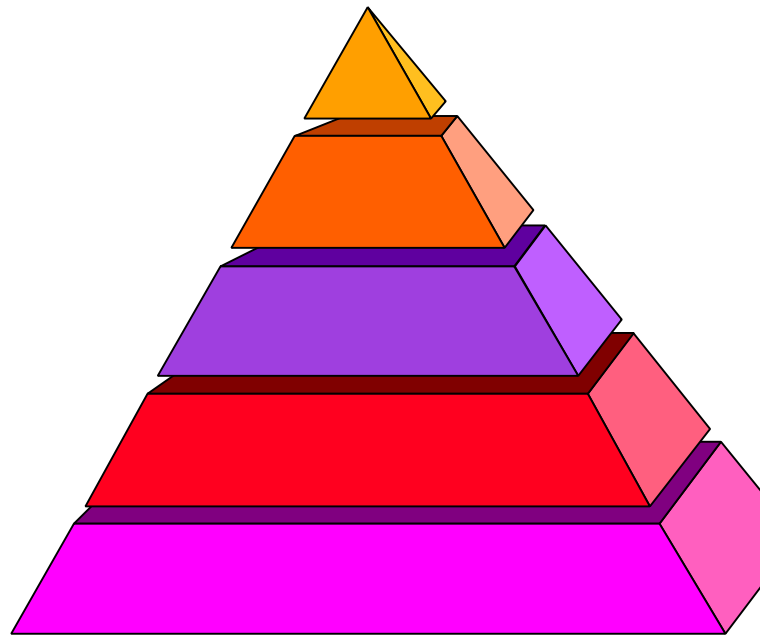
# Why volunteer?

- get experience in a possible career field
- strengthen my résumé
- get Brownie points at work
- act on my spiritual values
- support a cause I feel strongly about
- use skills I don't use on my job
- bring more balance into my life



# Hierarchy of Needs

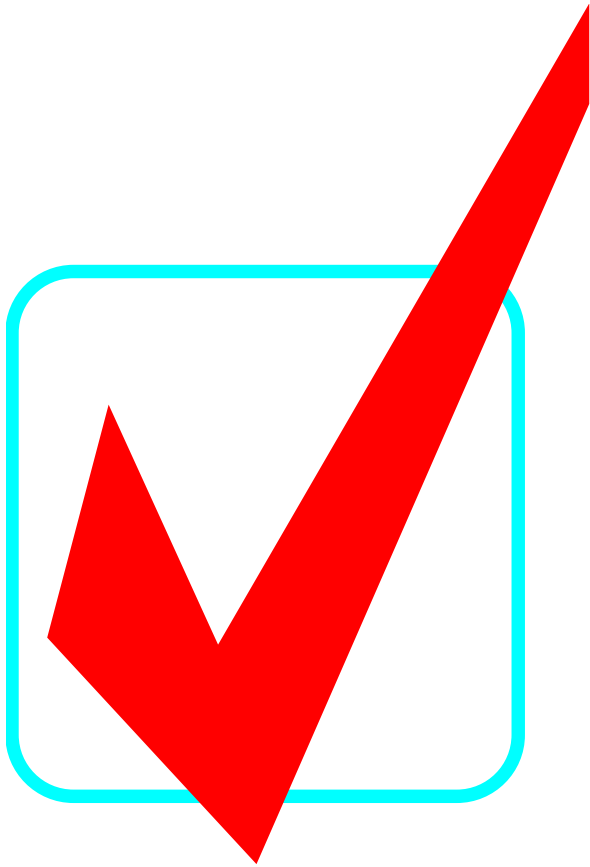
- self actualization
- esteem
- belonging
- safety, security
- physiological



laslow



# What motivates?



- **Praise**
- **Affiliation**
- **Accomplishment**
- **Influence**



# Response

## Praise

- *thank yous*
- *small gifts*
- *public praise & recognition*
- *reference letters*
- *letters thanking boss/family*

## Affiliation

- *socials*
  - *name badges*
  - *team projects*
  - *special t-shirts*
  - *photos*
  - *Say “we”, “us”, not you* 
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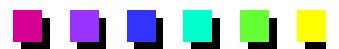
# Response

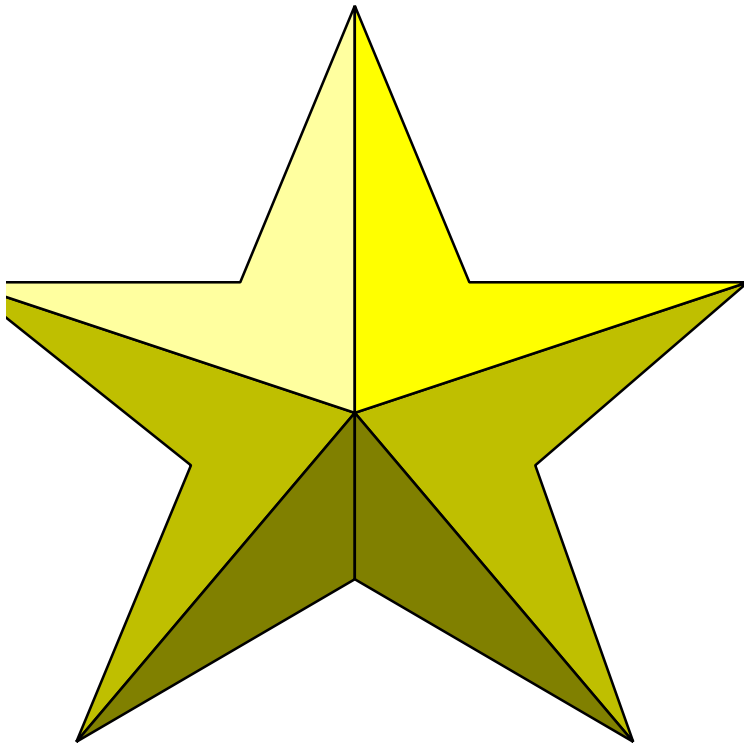
## Accomplishment

- certificates at stages
- concrete projects

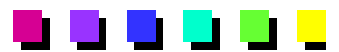
## Influence

- leadership roles
- titles
- opportunities to talk to others
- ask their advice
- listen; use ideas





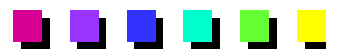
**Jewish  
Women's  
Organizations  
are places  
where people  
realize their  
potential.**





To enable people to realize  
their potential....

- Educate about mission, vision.
- Be open to change, contrary opinions.
- Encourage involvement.
- Offer challenging work.
- Offer meaningful work.



# To enable potential....

- **Get rid of the obsolete.**
- **Trust and forgive; allow risk taking.**
- **Reward, recognize, and thank.**
- **Offer the opportunity to learn & grow.**
  - *orientation & training; education*
  - *t'filah, tikkun olum, chessed*
- **Celebrate!**





Leadership among  
volunteers is dependent on

- >> shared values and commitment
- >> understood visions,
- >> and on moral purpose.

When people work for love, leader  
help them move toward potential a  
service.

Max DuPree





WHAT ELSE?

You tell each other!

