Meaningful Engagement
How Small Organizations can Design and Sustain Young Professionals Engagement

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Speed Networking

Get to know each other!
Who we are
Organizational Culture and Values

Influencing Culture During Transition

★ Organizational Development Components
★ Intergenerationalal Resources

Influencing Culture from the Beginning

★ Culture Reading
★ Intergenerationalal Resources
Competency Area 1: Relationship Building

★ Treat People Well. Be authentic. Set a standard of how people are treated. Lead by example.

★ Self-awareness. Know what makes you different. Be aware of why others will engage with you instead of others.
Competency Area 2: Leadership

★ Understanding of ‘system’ and how to perform in the given ‘system’
★ Make peace with the reality that not everyone will engage
Competency Area 3: Professional Judgement
★ Seek Peer Support
★ Shared Vision
★ Balance of Structure and Autonomy
Competency Area 4: Organizational Management

★ Try new things, but remember, change isn't always necessary

★ Tailor a breadth of opportunities whenever possible

★ Create Opportunities
Activity

1. Answer one or all of these questions:
   ★ How do you want young professional involvement to change?
   ★ What do you want to see different?
   ★ What outcomes do you want to see?

2. Spend a few minutes and jot down some thoughts about what you want to see different. Make a list. Draw.
Now, **Partner Up**

Use the following questions as guidelines. Work with 1-2 questions most pertinent to you.

- ★ What is the purpose of increasing young professional involvement
- ★ Do enacted values match the values of the organization?
- ★ How do I know my perceived values are accurate?
- ★ How do I fit in to shaping change?
- ★ What can I commit to doing when I return?
Report Out!

Individual or Group
Resources

★ Drive: The Surprising Truth About What Motivates Us. Daniel H. Pink
  ○ YouTube Video: https://www.youtube.com/watch?v=u6XAPnuFjJc

★ Case Foundation: “Millennial Engagement: The next generation (Millennials born between 1980 and 2000) are tech savvy, entrepreneurial and educated”
  ○ https://casefoundation.org/program/millennial-engagement/

★ Charity Village: “Engaging the next generation: Attracting millennials to work in the nonprofit sector”
  ○ https://charityvillage.com/cms/content/topic/engaging_the_next_generation_attracting_millennials_to_work_in_the_nonprofit_sector/last/215#.WqAotOjwaUl

★ “You Can’t Dictate Culture — but You Can Influence It”. Harvard Business Review
  ○ https://hbr.org/2011/06/you-cant-dictate-culture-but-y
Thanks!

Any questions?

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That’s a Wrap!

and that's a wrap