

## *RECOGNITION CHANGES SUPPORT RECRUITING*

Over time, this publication has included a number of thoughts on how best to meet one of our greatest needs: “providing an adequate number of trained commissioners who provide a link to district committees in support of a quality unit program” (our vision - our picture of future success - for unit service).

In the Fall 2012 issue we explored the difference between magnetic and true north.

In the Winter 2013 issue the topic was recruiting new-unit commissioners and the skills essential to their success.

In Spring 2014 issue we talked about the importance of 5 “P’s” in recruiting: Preparation, Passion, Potential, Priorities, and Poaching.

In the Winter 2015 issue *impact* – and its “impact” on recruiting – was discussed.

In Winter 2016 issue “recruiting magic” was discussed.

If greater clarity is needed, ***effective recruiting is essential to effective unit service!***

A central theme of all of those discussions has been vision-based leadership and recruiting. Our ability to identify and recruit the volunteers we need to serve as commissioners is limited if we’re unable to clearly communicate what success will look like for them in the position we’re asking them to fill. Our ability is further limited if we can’t clearly explain the work to be done and skills (*and passions*) needed to do it effectively.

***Today, we have a new tool to help us recruit more effectively.***

The revised requirements that have been implemented for commissioner awards and recognitions clearly identify what success looks like from the moment a volunteer first expresses and interest in unit service throughout a career in Unit Service. Their progress records and nomination forms include the development of the basic skills needed (Arrowhead Honor), how to develop and refine them (Commissioner Key and Doctorate of Commissioner Science Knot Award) and what defines excellence (Commissioner Award of Excellence in Unit Service and Distinguished Commissioner Service Award).

Our revised recognitions can truly be powerful tools. Not only can they help us set goals and define accomplishments, encourage skill development, celebrate commitment and achievement, and inspire others to strive for similar success, they can also help us recruit. Use this new tool to help provide the adequate number of trained commissioners needed to provide a link to district committees in support of a quality unit program!