**ASSESSING THE CULTURE**

The following questions will help you better understand the ways the leadership and employees think, feel, and act.

**LEADERSHIP**

Which 1 or 2 options does the leadership most exemplify?

- Mentoring, facilitating, or nurturing
- Coordinating, organizing, efficiency
- Innovating & risk taking
- No-nonsense, aggressive, results-oriented

**MANAGEMENT**

Which option(s) best describe how employees are managed?

- Build teamwork, consensus, participation
- Strive for conformity, predictability, stability
- Encourage risk-taking, innovation, freedom
- Set high demands & foster competitiveness

**STRATEGY & SUCCESS**

What is the strategic emphasis? How is success defined?

- People: happy employees & customers
- Efficiency: dependable, smooth, low-cost
- New products: product leader & innovator
- Winning: lead markets, beat the competition

**BONDS**

What holds the organization together?

- Commitment, trust, loyalty
- Formal rules & policies
- Innovation & development
- Achievement & goal accomplishment

**ASSESSING POLITICS**

Where does power and influence typically come from?

- Popularity
- Clearly defined hierarchy and roles
- Intelligence and quality of ideas
- Performance and track record
- Favors and favorites

**ADAPTING YOUR APPROACH**

Find the color(s) that most closely align with the culture of organization or business you will be working with, then look for the corresponding high level recommendations below.

**IF ☐, THEN...**

- Extra emphasis: People & stories
- Ask: How can you also invest in their people?
- Report: Weave extra stories into the numbers

**IF ☐, THEN...**

- Extra emphasis: Being prepared & organized
- Ask: What has worked well for them in past?
- Report: Keep it brief. Focus on impact.

**IF ☐, THEN...**

- Extra emphasis: Incorporating creativity
- Ask: One large project or many small ones?
- Report: Include ideas suggested, solutions

**IF ☐, THEN...**

- Extra emphasis: Sprints & reachable goals
- Ask: Can we turn this into a competition?
- Report: Rankings & goals accomplished

**DEALING WITH POLITICS**

- Use your understanding primarily for context
- Avoid fueling existing political climate
- Also empower & engage politically “weak”

**CREATING A VOLUNTEER MANAGEMENT PROGRAM**

**A COLLABORATION BETWEEN**

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