Leadership and Supervision Resource Group, MOMCC Fall Conference 2018

Tracie Evans, Chairperson

The Leadership and Supervision Resource Group meeting was well attended this conference with 18 attendees. After a quick introduction of everyone for networking purposes, the group discussed the following issues.

One of the first concerns shared with the group was concerns relating to aging volunteers and the ability to recruit younger people. The discussion extended to include aging staff and ability to recruit young staff. Discussion offered several suggestions

* Available time has changed for many which may require us to change how we use volunteers
* Try to give volunteers projects they want to do as well as those you want/need
* Volunteer programs (including kids) need to have application, interview, and job descriptions – Many youth programs also require an essay – Screening process
* Find incentives (they could be small) that make volunteers feel appreciated.
* Be mindful of their other responsibilities (work, family, etc.) when asking them
* Make sure to ask people for help. Many are just waiting to be asked personally.

This discussion led into a discussion on staff retention including issues about wages, seasonal employment and work ethics. Suggestions given included

* Offering non-pay incentives (offering snacks, membership, etc.) to make them feel more important
* Look for partners who might be able to “job share” with part-time and seasonal staff
* Be as flexible as possible when staff person needs to hold multiple jobs/school
* When appropriate, make the job a “learning” or “training” opportunity that they could not get a somewhere like McDonalds or a factory.
* Looking into AmeriCorps Program to see if you could collaborate there to find help with work needs, team projects, etc.

There was a brief discussion about Strategic Planning and the need for Secession/Legacy planning at all levels including trades. Lauren Muney, ALHFAM board member, spoke about the resources and strategic initiative to record skills and knowledge happening through ALHFAM right now. Check out the ALHFAM website for more details.

The group suggested several new conference session ideas along with a brief acknowledgement about sessions at this conference.

* MOMCC Fall 2018
  + Sharing the Helm: Developing Multi-Generational Leadership
  + Uncertain Future: Succession Planning WVU Jackson’s Mill
  + Refining and Improving: Coaching Staff, Co-Workers & Volunteers
* MOMCC Spring 2019
  + Need panel participants with two ideas for session relating to Finding Solutions with Problem Visitors and/or Problem Staff
* Future
  + Challenges of Public Owned or Government Museums – Including differences between kinds of gov’t entities that operate/regulate museums and playing the political game
  + More sessions about legacy secession and planning- who will take the reins and how, how do we plan professionally
  + Working with AmeriCorps, Vista, Senior Corps, etc.