



Concello da Coruña

SAIL TRAINING INTERNATIONAL CONFERENCE 2024

Empowering Youth: Effective Strategies for Building and Leading Volunteer Teams



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Sail Training International

How glitter is changing volunteering

building a community of volunteers
during sailing events in Szczecin

Anna Piskorska
Weronika Karpińska



AGENDA

01

Szczecin case study

02

Working with volunteers

03

Tips and tricks on how to run a
successful team

INTRO



Anna Piskorska
Chief Liaison Officer in Szczecin
Volunteer in sail events since 2013



Weronika Karpińska
Deputy Chief Liaison Officer in Szczecin
Volunteer in sail events since 2013



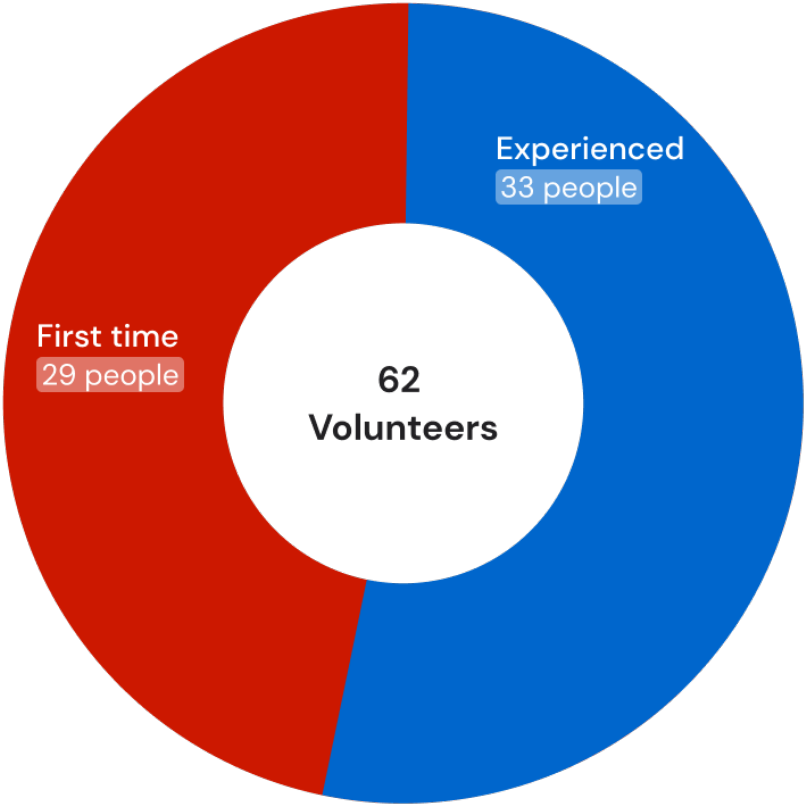
A group of people, likely a community or team, are gathered outdoors at what appears to be a festival or event. They are wearing red t-shirts and lanyards with identification badges. Many are holding small flags on sticks, including the German flag (black, red, and gold) and the Polish flag (white and red). In the foreground, a man in a red cap and shirt is seen from the back, with "LISO" and "UPCE" printed on his back. A woman in a red shirt and a striped skirt is smiling in the center. The background shows a blurred outdoor setting with trees and a building.

Liaisons community in Szczecin

01

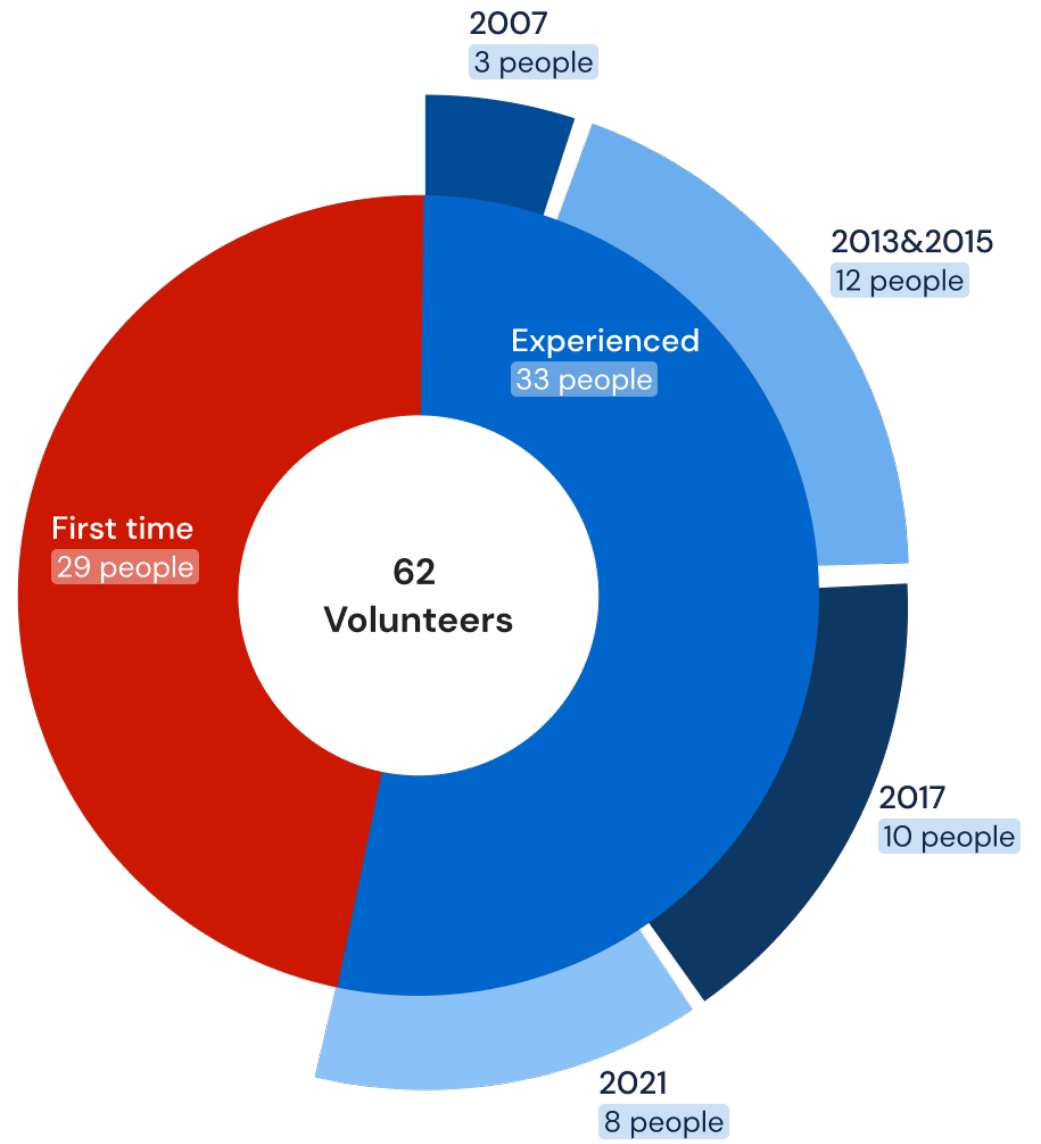
COMMUNITY IN SZCZECIN

2024



COMMUNITY IN SZCZECIN

2024



COMMUNITY IN SZCZECIN

Experience-based leadership



Experience-based leadership

- chief with extensive Liaison experience
- understanding team dynamics and strengths
- addressing team needs
- supporting volunteer initiatives
- every experience matters



Advantages of a Liaison Officers network

For organizer

- community of trained volunteers
- simpler recruitment process
- well-coordinated team
- knowledge base
- event success

For volunteer

- relationships & social network
- adventure
- new skills
- self-awareness
- university points



Liaison Officers

Szczecin
TSR 2024

Weronika Karpińska & Anna Piskorska

Working with Volunteers

02



Preparation for working with volunteers

01
Recruitment process

02
Trainings

03
Event

04
The end?

01

Recruitment process

Not everybody should become a volunteer during your event and that's ok

Notes from the recruitment interview

First impression can be deceptive

On every step

- Take notes
- Inform about the training process
- Provide comfortable recruitment conditions
- Prepare posters and descriptions

Timeline

Recruitment process

1.

Plan recruitment approximately 8 months-1 year before the event (if possible).

2.

Interview each candidate, you can do it offline or online. It is a good idea to provide training dates.

3.

Not everyone has to be accepted, but all candidates should be informed of their application outcome.

02

Trainings

Integration

Communication with and about the team

Post-training surveys

Checklist

- Plan in advance
- Check the people's presence
- Post in Social Media
- Participate in trainings
- Get to know people

Szczecin

6 days of training over 4 months

Theoretical


- sailing etiquette
- health and safety
- agents and pilots role
- city history
- meeting with security service and police

Practical

- LO backpack & what's in it
- solving past challenges
- city game
- first aid

Informal integration


- campfire
- local exhibition
- sightseeing



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What would you do?


You're coming to pick up the Captain to bring him to the Captain's Dinner.
Crew informs you that the Captain is taking a nap.



8

What would you do?

You are already home, the crew calls you at 10 p.m. and says they need help.



19

What would you do?

On Sunday morning, it turns out that one part of the yacht is broken and needs to be replaced.



9

What would you do?

A member of the foreign-speaking crew breaks his arm on Saturday at 3 p.m.

WORKING WITH VOLUNTEERS



Work as one

03

Event

Be a part of the team - build trust

Briefings and communication

Mindfulness of emotions

Motivation

Beauty spot

Checklist

- Shared office
- Daily checklists
- Clear schedule of attractions - shared calendar
- Spreadsheets with vessels, LOs and informations
- Chillout Zone
- List of local recommendations
- Online crew activities registration
- List of useful city apps

WORKING WITH VOLUNTEERS



GLITTER MAGIC

experience the joy of volunteering



Field-Tested Emergency Procedure

Accident
occurs

PLAN

- Find a volunteer who can help
- Pass crucial informations

CHECKING UP

- Create emergency WhatsApp group
- Stay up-to-date and keep track of volunteer's needs

ENDING

- Hand over the case
- Summary and feedback. Write down conclusions

04

The end?

After party

Integrations during the year

Support grassroots initiatives

“Safe space” to talk after the event

Gather feedback

Integration ideas

- Campfire
- Beer
- Christmas party
- Cinema
- Local exhibition
- Online meetings
- Sightseeing

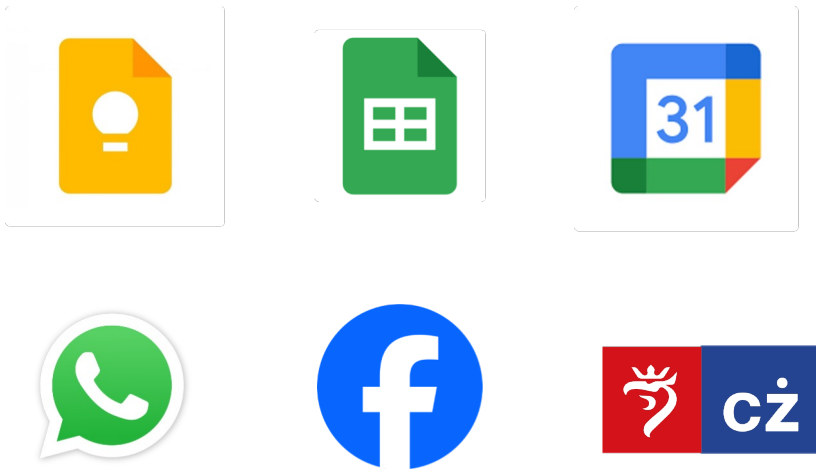
Tips and tricks on how to run a successful team

03



Tools that make your life simpler

before and during the event



- One app for communication
- Notes (e.g. google keep)
- Calendar
- Online spreadsheets
- Emergency channel
- Cloud with documents
- Friendly Port Website

Team building tips

- 01 Pay attention to each LO and people around you
- 02 Take care of yourself and let people help you
- 03 Keep your communication simple and short
- 04 Assign interesting tasks and responsibilities
- 05 Volunteering for people, people for volunteering



PRO TIPS

Team building tips

- 06 Share both good and bad news with your team
- 07 We are the organizers
- 08 Look at the event as a whole
- 09 Be prepared for unexpected
- 10 Not everyone will be satisfied and not everyone will come back



Thank you

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**Thank you for joining us.
Scan the QR code to give us your thoughts.**



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