

In Class Role-Play using the Recruiting Wheel

Role play with three staff (or one staff and two students pre-picked and prepped). Sit at front of room. Need a District Executive, Volunteer recruiter (Nominating Committee Member), and District Chairman prospect.

Refer students to their learning journal for the position description and standard district organization chart. Share that this is done prior to any recruitment of volunteers.

Role Play:

Have recruiter introduce DE to prospect.

Recruiter instigates small talk and uses the following pattern called FORMS. (Family, Occupation, Recreation, Message, Scouting). When the recruiter gets to message, say something like, "As you know, I am very involved with Scouting. Our district nominating committee has gone through the process of identifying the best possible candidate to become our next District Chairman, and ultimately, we selected you as the best possible choice. Now I know that you probably don't know much about what we are doing in the Philmont District, so I thought I would ask our District Executive to tell you a little bit about what this position entails.

DE then describes the position. Recruiter is to watch the DE and not prospect. The DE talks to the prospect and goes through the position description. When they are done, they should close by looking at the recruiter and letting them know to take over.

Recruiter then makes the ask in three different ways:

1. *Can you see yourself in this position?*

Prospect thinks about it, and says that there are some circumstances that do not allow them to take the position at this time. A hard no. Recruiter, thanks them for meeting with us and asks if we can count on them and their company to make \$1,000 FOS gifts. Or ask for other stuff if they say no to that. Prospect should say yes to the FOS gifts.

Turns to audience and says, "Take two."

2. *Well, I think you can see that we would really like you to serve as the District Chairman, what do you say?*

Prospect squirms, recruiter and DE remains quite. Prospect asks hard questions. Uses, "have to ask spouse." Recruiter lets them ask spouse, but closes with, "I would bet that once they know of the importance of what they are doing, that they will want you to be a part of the team." Set a deadline for an answer and the Recruiter is in charge of making the call. DE then to send a thank you note for meeting and say in the note that they are looking forward to the opportunity to work with them.

Turns for audience and says "Take three."

3. *On behalf of the nominating committee, I would like to ask you to serve as the chairman of the Philmont district.* Prospect squirms, both DE and recruiter shut up till finally the prospect asks a question. Recruiter takes the lead unless they need DE help to answer. Prospect eventually says yes. Shake hands, recruiter welcomes them aboard, tell them how great it is going to be.