

Building Relationships With Your VISTAs



Key Points

- As a leader, you will engage members in stretching, learning, risking and helping them transform concepts into action that make positive, sustainable differences in the communities they serve.
- To help VISTAs understand your role you will need to sit down to discuss with them how your duties and responsibilities are different from their supervisor's.
- If you are placed at a sponsor where you once served, you need to make a special effort to communicate clearly with your former peers about your *new* leader role and the way it has changed your relationship with the VISTAs.
- As a VISTA leader you need to have a communication strategy and a plan. A communication strategy looks at “why” and “who,” while a communication plan looks at “how” and “what.” A communications strategy should precede the plan because it allows one to consider all the important variables that a plan must account for.
- A communication strategy considers the different learning styles and personality types of all VISTAs as well as your own.
- Create a communication plan to share with all VISTAs as a team, as well as a plan for each individual.
- The communication plan should:
 - be in writing
 - identify preferred modes of communication
 - identify and establish communication expectations and norms
 - establish a feedback mechanism and be periodically reviewed for efficiency and effectiveness.