

# what makes groups work

Through the years we have learned a lot about what makes Results groups work. Much of it has to do with setting up groups so that they meet the needs of group members. In what ways does this happen?

- **Encouraging people to participate.** Some people have the notion that at a certain size or age, a group of people will simply all do what needs to be done. Our experience is that being part of the leadership team at Results – whether as a volunteer or a staff member – means constantly and patiently reminding others. Even your closest friends and family, that they have the potential to make a difference and we need them to take action, to come to the meeting and share their story. This may be the most important leadership gift to a group.
- **Everyone must be in action — the moment someone is not involved in taking action, they will start to disengage.** During your group meetings you should make sure everyone in the group is taking action (writing letters or making calls), and/or planning how everyone will be in action before the next meeting.
- **Make sure everyone has a meaningful role in the group.** If everyone feels like they are doing something meaningful — contributing their talents — your group will stay vibrant and continuing to grow. Rotate roles and responsibilities and create new ones as needed (bringing the snacks, finding the guest speaker next month, attending the National Call to bring back the news, presenting on the issue next month, etc.)
- **Strive to take exciting, innovative actions.** Do things that are unique and that make you and your group a little nervous. Do things that you've never done before. This creates excitement, meets the need of making change happen and the need for learning new things.
- **Strive to create champions in Parliament, the media, the community.** As you see your work getting decision-makers and others to take action, you will feel your personal power. Strive to move Members of Parliament, the media, the community to become champions for the end of poverty. Inspire and inform them.
- **Be patient with yourselves and with your group.** Take time to learn. Do what you can now. Understand that things can be overwhelming at times and it's okay.
- **Persist and, don't give up.** It is what will set you apart from others. Decision makers must know that you absolutely are not going away!
- **Accountability is key.** Hold each other accountable, coach each other and support each other.

*Updated: January 2020*