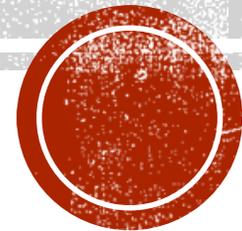
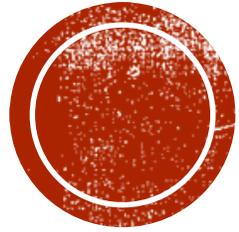


# RELATIONSHIP BUILDING STRATEGIES

Job Development Process in Connecting our Consumers to  
the Workforce





# RELATIONSHIPS ARE THE FIRST ORDER OF BUSINESS & THE TREASURES OF LIFE

Building Relationships in the Community at Large on Many levels will open Doors of Opportunity for our Consumers. This Workbook will give many Tips and Strategies on how to Connect with Decision Makers, Advocate for our Consumers and Develop Career Pathways toward Success in Competitive Employment at Family Sustainable Wages

# WHAT IS RELATIONSHIP BUILDING IN JOB DEVELOPMENT?

- Building Relationships by getting to know the Community and the Movers and Shakers who constitute its success.
- Building the Relationship without expectation.
- Relationships are two fold in that the Employers and Consumers both need to be nourished, supported and kept in close contact.
- Building the Relationship with expert Communication, Quick Response in Multiple Methods including Technology.
- Building the Relationship toward Success in Building Trust, Dependability, Support, Follow Through and Availability.
- Sustaining the Relationship with multiple levels of Contact, Information Sharing, Appreciation and Follow-up.



# MOVERS AND SHAKERS WHO CONSTITUTE THE SUCCESS OF THE COMMUNITY

- Chamber of Commerce
- City Council Meetings
- Business/Employer Events
- Community Meetings
- Partner Committees
- Board Meeting Presentations
- Faith Based Organizations
- Non-Profit Organizations
- Workshops
- Ceremonies
- Breakfasts, Luncheons, Dinners
- Galas, Teas and Social Events



# BUILDING THE RELATIONSHIP WITHOUT EXPECTATION

- It may be that you are planting seeds for the future
- It may be that the relationship needs time to blossom
- It may be that the relationship needs more attention
- It may be that the relationship needs time in between connection
- It may be that the relationship is to pass on to another connection in your network
- It may be that this relationship will lead to another connection
- It may be that the relationship outgrew its original purpose



# TWO FOLD RELATIONSHIPS WITH EMPLOYERS AND CONSUMERS

- Who is Your Audience?
- What are Their Respective Needs?
- How can they be Supported?
- What are Their Expectations?
- Is the Hiring Process Online, in Person, through an Agency or Recruiter?
- What is the Expression of Cross Cultural Sensitivity and Diversity?
- What are the Respective Benefits?



# EXPERT COMMUNICATION IN A RELATIONSHIP

- Time Sensitive
- Dependable
- Accurate
- Clear and Concise
- On-going
- Professional Boundaries
- Multiple levels including Technology
- Social Media
- Website



# HOW TO UTILIZE INTERPRETERS

- Speak at Your Natural Pace
- Speak Directly to the Person who is Deaf
- Respond Directly to the Person who is Deaf
- When Setting up a Room, Consult the Person who is Deaf or the Interpreter
- Give a Copy of Materials to the Interpreter for Reference
- Pause when using Visual Aids
- Be prepared that Two Interpreters will be assigned to a job more than One-hour in length
- Interpreters are there to Facilitate, not Answer Questions, Give Advice or Personal Opinions



# SUCCESSFUL RELATIONSHIP

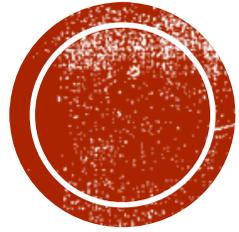
- **S**ureness
  - In Dependability and Trust
- **U**nchangeableness
  - In Saying what you Mean and Meaning what you Say
- **C**omplete
  - In Follow up and Follow Through
- **C**onnection
  - Toward the Best Outcome of Success
- **E**xpectation
  - Knowing there is a Mutually Beneficial Outcome
- **S**upport
  - In a plan of action in a timely manner
- **S**teadfastness
  - In being unwavering and firm in purpose



# SUSTAINING THE RELATIONSHIP

- Keeping contact in multiple levels on planned times and milestone events
- Sharing Information Related to the Continued Success of both the Employer and Consumer
- Appreciation and Celebration of the Relationship with Thank You's, Notes, Calls, In-Person Hello's and Attendance
- Follow ups on all Contact and Respond to Communication in a Timely Manner





# RELATIONSHIPS ARE OUR TREASURE

Building strong, long-lasting and healthy relationships in the community will assist our consumers to be part of the solution in meeting the needs of the workforce.

**THANK YOU!**

Darla Kim CEO

Deaf Ability Resource

