

HUB ACCELERATOR SERIES

12 PROVEN STEPS TO GROWTH

GROWTH THROUGH INNOVATION



Overview

12 STEPS TO GROWTH

- 1. Know where your churn is
- 2. Member onboarding
- 3. Online joining
- 4. Member portals
- 5. List building
- 6. Automated recruitment journeys
- 7. Promotions
- 8. Help people identify with us
- 9. Member services
- 10. Be relevant action worthy issues
- 11. Unfinancial members
- 12. Modern systems and skills

1. Where is your churn?

BE DATA DRIVEN

At risk members need to be identified and actions taken to retain them. Groups with higher than average churn should be addressed.

DO THE MATHS!

If you have 10,000 members and 1500 leave, you have a churn rate of 15%.

Churn rate: 1500/10000 = 15%

If your churn rate is 15%, you average membership tenure is 6.66 years.

Tenure: 1/.15 = 6.66 years

If your membership fees are \$650 a year and tenure is 6.66 years, every new member is worth \$4,333.

Lifetime value: $$650 \times 6.66 = $4,333$

Naths (assuming fee \$650 p.a).

Lifetime Value = 1/ churn rate x membership fee 1/ . $15 \times 650 = $4,333$ Improve retention 1/ . $13 \times 650 = $5,000$

2% point improvement \$5,000 - \$4,333 = \$677

If we recruit 3,000 members in a year? $3000 \times $677 = 2 million

2. Member onboarding

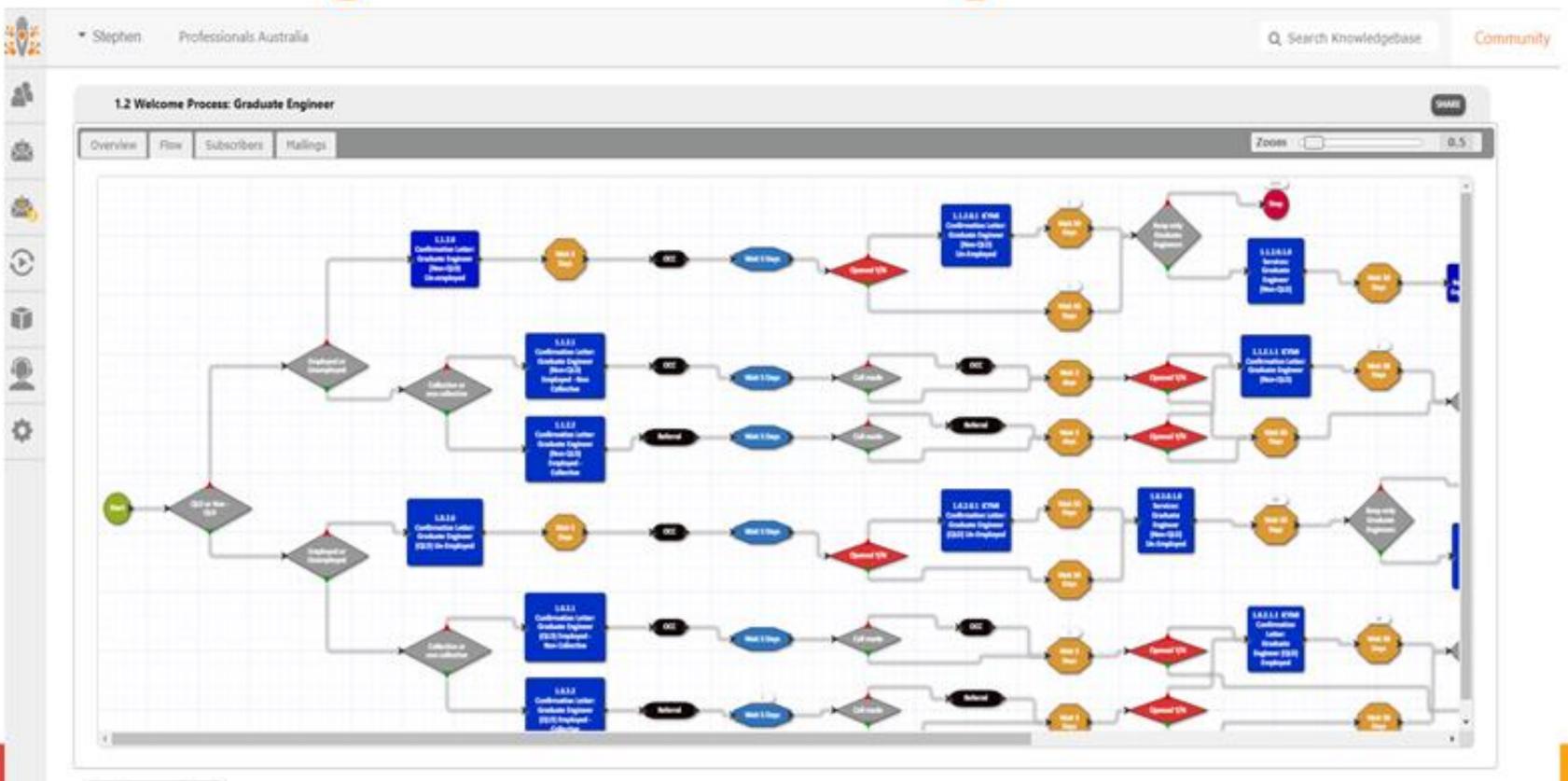
AUTOMATED WELCOME PROCESSES

If we can keep members for the first couple of years, for most unions the member is likely to remain for several years.

This is a process. It is about making sure that each members gets a personalised welcome, introducing them to all the ways that union membership is essential.

The aim is to ensure the new member engages with or utilises 2-3 services or activities. You will need a different onboarding journey for each key segment.

Marketing Automation Onboarding



3. Online joining

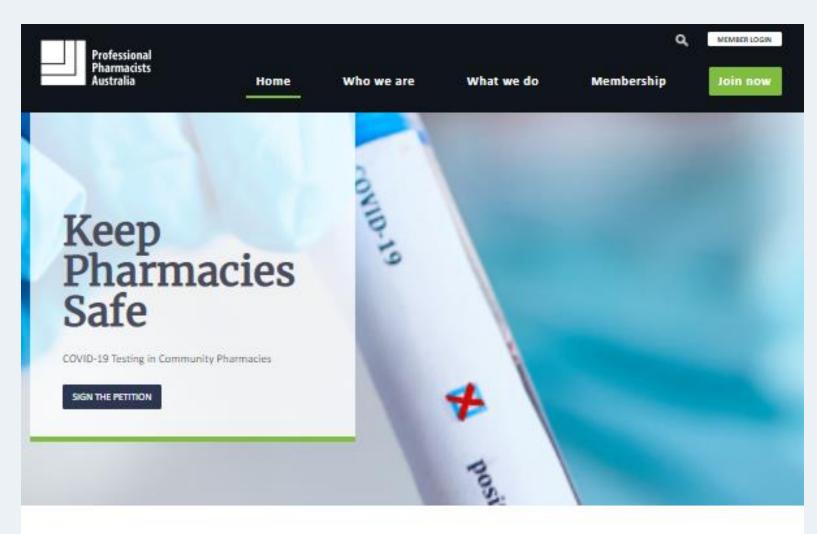
MAKE IT EASY TO BECOME A MEMBER

If a member can't join online with a short, simple form we are throwing away potential members.

Some of the information you need can be collected after the member joins. Keep it simple and get the payment details.

Measure the abandon rate - the number of potential members who start joining and failed to complete the form.

Re-market via email, Google, Facebook (insert a Pixel)





Who we are

PPA is not just a union – we are also a professional association with a membership of over 7,000 pharmacists.

FIND OUT MORE



What we do

PPA also offers members opportunities for professional development, as well as a wide range of services and benefits.

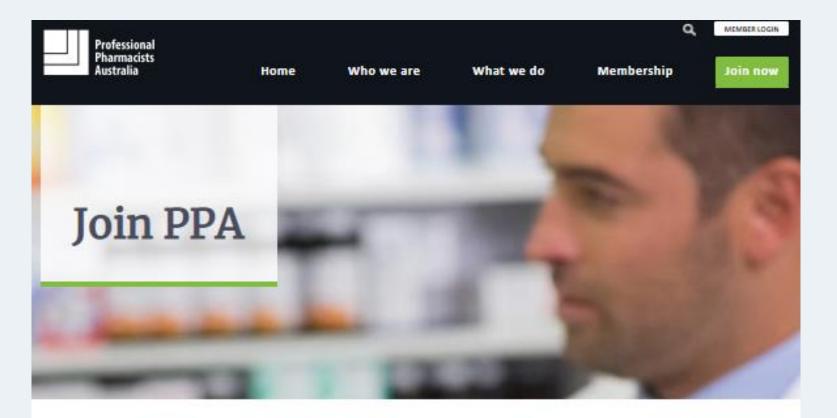
FIND OUT MORE



Join now

Our team is dedicated to providing the services and advice you need to get ahead in your profession and build an amazing career.

FIND OUT MORE



Become a Professional Pharmacist member

Our network of 25,000 Australian professionals are working together for a better future for all our members.

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NEXT

4. Member portals

MEMBERS' UNIQUE HOME PAGE

When a member opens the web site it should welcome them by name and provide them with content they are likely to be interested in.

This requires unions to have clear **segments**. Content and services relevant to each segment is also required.

The member portal should also let them change their details, find out how much they paid last financial year, let the union know of a work problem they need advice on, find their delegate and next pay rise.

Member activity on the site should be tracked so the union better understands each member's interest.



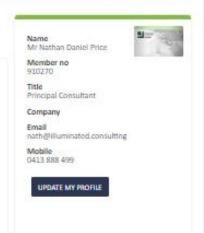




Financial literacy bootcamp for women



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Get Help





We are here to help with workplace disputes, contract reviews, career coaching and advice, and more. Make an

Select a service V (None)





MY WORKPLACE

We have a team of lawyers and industrial officers available to help with workplace disputes, contract reviews and information about your rights and conditions.

GO TO MY WORKPLACE



MY CAREER

PPA can help you get ahead in your career with our range of professional development. courses, accreditation programs and career

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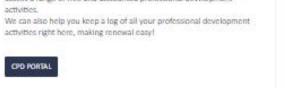
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activities right here, making renewal easy!



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Federal Budget Analysis - 2020/21



Financial literacy bootcamp for



Keep Pharmacies



R U OK? Day 2020



Meet our CEO



Workplace stress



Industrian 12/06/2020 COVID19 - New Restrictions for

Power over the

public interest



WGEA Report

Printed on: 7/08/2020

Victoria



Video Conference



Paid Pandemic Leave Rejected by the Fair

Work Commission



New Minimum Pharmacy Award Rates of pay

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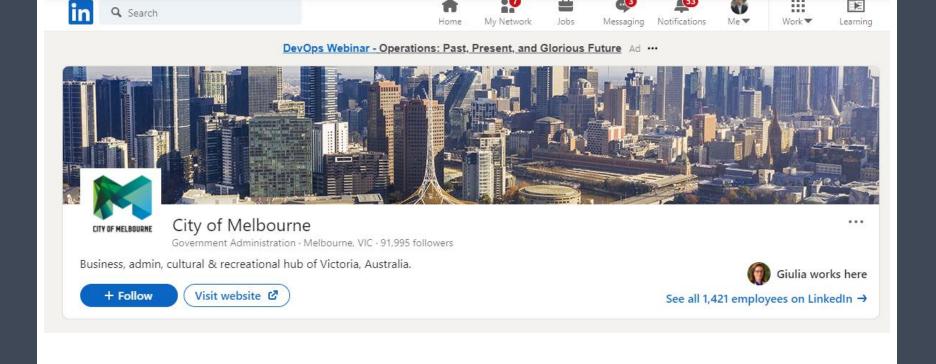
5. List building

BUILD A LIST AND TURN THEM INTO MEMBERS

It is now relatively easy to build a large list of potential members. The bigger the funnel of potential members the more chances of new members.

- Mapping the workplace
- Running petitions
- Campaign activity
- Advertising
- Reverse/content marketing
- Social media
- Targeted LinkedIn networking
- Past members- the lowest hanging fruit

Need a digital advertising budget.



D'Arcy Butler • 2nd Connect Adviser to the CEO at City of Melbourne Giulia Baggio and Richard Duffy are shared connections Nic Frances Gilley MBE • 2nd Connect Co-Founder & CEO at DC Power Co Lucas Cook, Giulia Baggio, and 2 other shared connections Georgie Meyer • 2nd Connect Team Leader Community Engagement at City of Melbourne Melbourne, Australia Giulia Baggio and Hakan Akyol are shared connections Joanne Wandel • 2nd Connect Acting General Manager Capital Projects and Infrastructure at City of Melbourne Melbourne, Australia Giulia Baggio is a shared connection Letitia Hatton • 2nd Connect Deputy Director, Public Affairs and Media at City of Melbourne lan Porter is a shared connection Krista Milne • 2nd Connect Strategy | Climate | Leadership | Partnerships Melbourne, Australia Giulia Baggio, Ian Porter, and 2 other shared connections

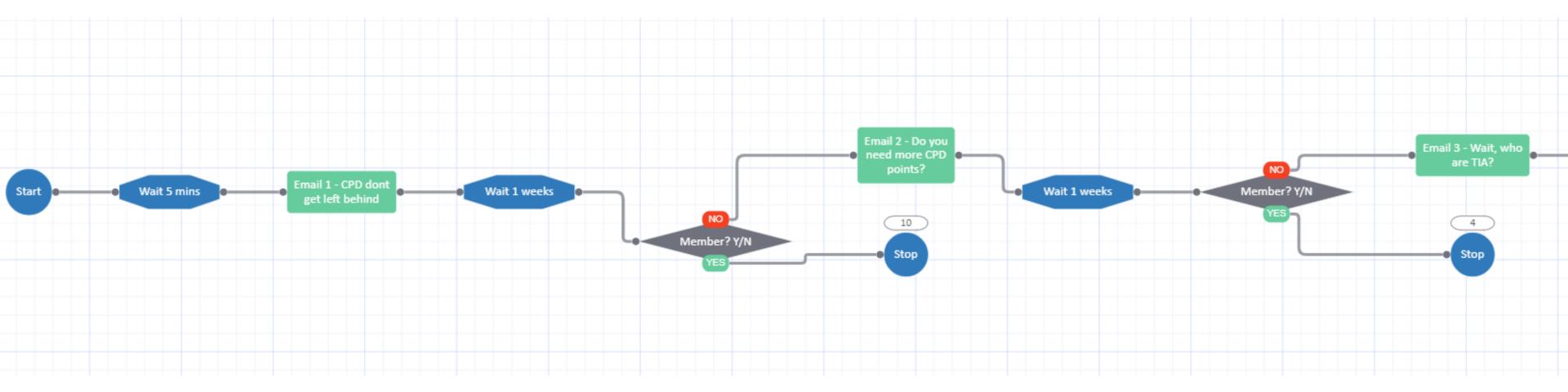
Giulia Baggio, Michelle Blicavs, and 1 other shared connection

Recruitment journeys

ASK THEM TO JOIN

We need to convert our lists to members. Email workflow journeys are a series of automated emails that are tailored to each individual.

Recruitment journeys allow potential members to find out more about us and see many reasons why they should join - tailored to them.







You have might have heard of TIA though you may not be sure who we are. We're emailing you today to **tell you a bit about us.**

For starters, TIA stands for Translators and Interpreters Australia. We are the union for translators and interpreters.

We don't represent employers; we don't represent language service providers or agencies. We don't represent the government, and we don't represent NAATI. **We represent you**, the translators and interpreters on the ground each day, providing these vital services.

We know **you need a voice**, and we believe your voice is worth listening to. A large number of your colleagues agree and are already members, with many more joining every day.

We advocate and fight for the issues that are important to you.

We **fight for better pay**, in the form of higher minimum rates; we lobby governments, **we take on underpaying employers** and help you take care of your professional development needs.

Together, we can win the fight.

Join today!

Translators and Interpreters Australia is a division of Professionals Australia

Professionals Australia is registered as the Association of Professional Engineers, Scientists and Managers, Australia.

GPO Box 1272, Melbourne VIC 3001 | 1300 273 762 | ABN 99 589 872 974

www.professionalsaustralia.org.au/translators-interpreters - tia@professionalsaustralia.org.au/

If you do not want to receive these mailings in the future, <u>click here to opt-out</u>. <u>Click here to unsubscribe</u> from all Professionals Australia mailings.







As a requirement for Translator and Interpreter recertification, you must complete a certain amount of professional development.

Being a member of Translators and Interpreters Australia gives you FREE access to CPD webinars, events and workshops across Australia.

Only members will be able to attend CPD sessions for free. Non-members will be charged a fee to attend.

Not a member? Join us and save on costs instead of paying the full price to attend CPD workshops.

You can join today for only \$18 a month!

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Australians are facing a crisis like never before. Our safety, our families, our jobs and our financial security are all on the line as we seek to tackle this issue together.

At Translators and Interpreters Australia, we want you to know that we have your back.

Our team are here to help, whether it's an issue affecting your whole workplace, or just you. In times of crisis, some employers don't do the right thing, and that's why we're here.

We have your back.

If you are not a member, there's never been a more important time to join your union.

We work for you.

Join now!

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Half way

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7. Promotions

SHOCK - POTENTIAL MEMBERS ACT LIKE CONSUMERS!

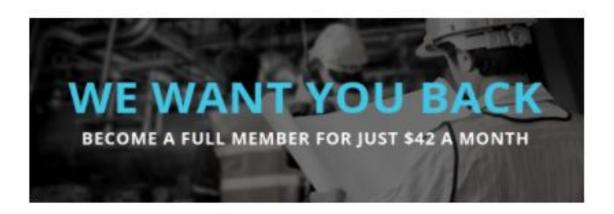
Membership has to meet a need and the worker needs to see membership as a benefit. But that does not always lead to membership.

A reason to make the decision now helps.

If you join now fees are 50% off for the first 3 months helps people make a decision. It also helps staff and delegates trying to recruit the worker.

In new areas alternate membership packages also work - enabling them to try membership with a lower cost and risk.

Despite the concerns there is no evidence that these initiatives impact revenue from existing members.



Hi.

It's been a while since you left, and we miss you.

We get it, you had a lot going on, and we drifted apart. But we want you back!

A lot has changed since you left, and it's never been better value to be a member of the Association of Professional Engineers Australia.

Since you left, we cut our prices by over 30%. You can now become a full member for just \$42 a month.

At the same time we were slashing our fees, we were ramping up our services. Our careers services can help you get that next job or promotion. Our pay information, personalised reports and calculators can help you get a pay rise. Our professional development courses can help you hone your skills, and our accreditation program can help you stand out.

And of course, if you find yourself in a bind at work, our team of lawyers have your back.

We want you back. Join today

P.S. Our revamped member rewards program saves members \$100s each year on Australia's biggest brands, making membership cost practically nothing!



The Association of Professional Engineers Australia is a division of Professionals Australia.

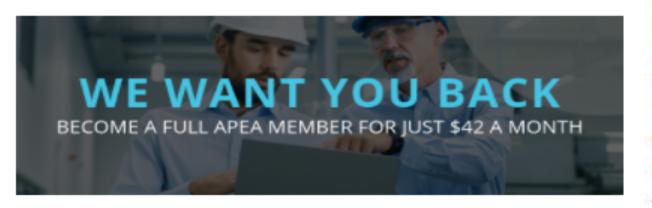
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1300 273 762 | engineers@professionalsaustralia.org.au

To manage which emails you receive from APEA, click here. Click here to unsubscribe from all Professionals Australia mailings.





Let's play a game. A numbers game.

30% - That's the amount we have cut from our membership fees.

\$42 - That's all it will cost per month to get back on board.

1,694 – That's the number of legal matters our lawyers handled for members just last year.

1,000s – That's how much you could save on groceries, fuel, travel and retail with our revamped member rewards program.

\$0 – The cost of a basic financial plan for members, or the cost of our new personalised salary reports.

23.8% - that's how much more engineers get paid when they hold our RPEng accreditation.

1 – That's how many steps you are away from that promotion with our careers services team behind you.

o - The value!

So, what are you waiting for?

Join today for just \$42 a month



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li .

Long time no see.

A lot has changed since we last saw each other.

It's fair to say we've trimmed down a little. At least, we've trimmed our prices - by 30% - to only \$42 a month. It's tax deductible too.

And at the same time, I guess you could say we've grown. We have added personalised remuneration reports, salary calculators, professional development courses and free financial plans. We have revamped our member rewards program, and we have boosted our career services game.

And we have double down in our advocacy for a stronger engineering profession. But at the same time, deep down, a lot is the same. We are still committed to engineers. We are still committed to better pay, and better conditions.

Our lawyers are still on hand for members in need.

And we are still here for you, at every stage of your career.

So come back old friend. There's never been a better time to be a member. Join today.



Hi Valued Member

There are many reasons why engineers join APEA.

Once upon a time, you had your reasons too.

We're emailing you today to ask that you consider getting back on board, and join together with other engineers trying to make a difference.

Engineers need a voice.

Engineers are one of the most vital groups of professionals to Australia's future. They design our roads, our buildings, the manage our utilities, they make our transport networks function and they imagine our future. But one thing they don't often manage is the budget. Too often our future is hamstrung by a lack of engineering voice at the decision-making table.

One engineer is easily ignored. Thousands of engineers together, present a very different proposition.

Some organisations out there claim to represent engineers, and instead represent their employers.

At APEA, it's the engineers we care about.

To make things easier, we have **cut our prices by over 30%**. You can now become a **full member for just \$42 a month**.

So join today

8. Help members identify with us

TELL WORKERS WE ONLY EXIST FOR THEM AND HELP THEM IDENTIFY WITH US

Don't assume workers know we are not-for-profit, member owned and run.

You need to tell them. It makes a significant difference! So does telling them they can resign at any time.

Most websites you buy from also offer a money back guarantee! Why? Because virtually no one uses it, but it reduces the risk of acting.

We were called 'trade' unions for a reason. The closer our name and brand is to the identity of the potential member the better the chances of them connecting. Use sub brands that are clearly part of the overall union.

9. Member services

BROADEN THE VALUE PROPOSITION

Workers join for a range of reasons:

- work insurance in case they have a work issue or risk
- collective to contribute to the bargaining or campaign effort
- voice to help shape their industry, vocation or workplace for the better;
- identity to fit in socially and feel valued.

Unions can add to the reasons to join with additional services which provide individual utility and benefit.

There is nothing wrong with an individual benefiting because the collective exists The package also helps retain members in between campaigns and bargaining.

Additional services need to fit workers' needs.



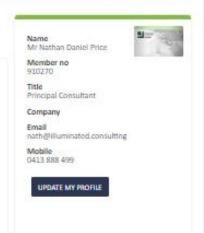




Financial literacy bootcamp for women



MORE NEWS





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Select a service V (None)





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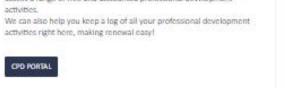
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Restrictions for Victoria



WGEA Report Printed on: 7/08/2020



exhaustion



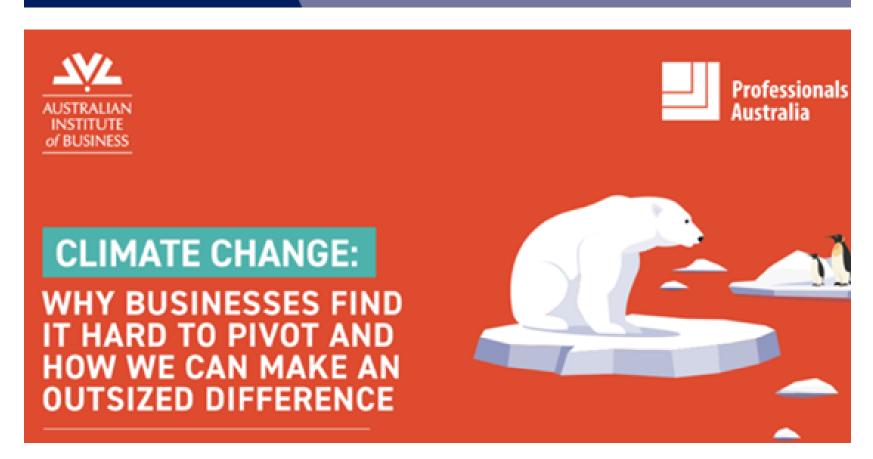
Paid Pandemic Leave Rejected by the Fair Work Commission



New Minimum Pharmacy Award Rates of pay

MORE NEWS





Climate Change

Our expert panel from the Australian Institute of Business discusses some of the thornier questions around climate change, like why businesses find it so hard to move away from established practice in addressing climate change and how you as an individual can leverage yourself to create a difference many times greater than your individual actions alone

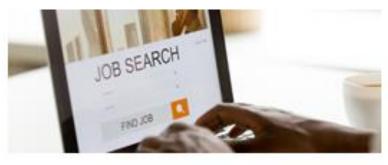
Click here to begin



Present Online like a pro

For those who are new to presenting online using online tools like Zoom or Microsoft teams to present or join online meetings while working from home.

Click here to begin



Job Hunting in the 21st Century

Let your LinkedIn do the talking and utilise online tools to help you stand out while job hunting to not only advance your career but to support your personal brand.

Click here to begin



Managing team conflict and its causes

Reflect on team dynamics, team interactions and how we can move into an area of deep collaboration and cocreation together.

Click here to begin



Thinking on your feet

Learn to harness your on the job and life experience with strategies to help you to develop and become better at thinking on your feet.

Click here to begin

10. Be relevant action worth issues

NO LEVEL OF SERVICES REPLACES THE BASICS THAT TOGETHER WORKERS CAN WIN

We exist to help workers get ahead and to create productive, just and fair workplaces, industries and society.

The more members and the more active members, the better the wins.

We have a greater chance of organising workers if we run on contemporary, action worthy issues supported by workplace leaders.

The issue is not enough, workers need to see a credible and comprehensive multifaceted game plan.

The campaigns we run and how we conduct ourselves also help define our brand.

11. Unfinancial members

BEST PRACTICE FOLLOW-UP OF UNFINANCIAL MEMBERS

When a member drops off payments or resigns we must act quickly. A best practice approach will see over 70% of drop offs saved and over 20% of resigning members stay.

Payment Details expiring Digital Unfinancial Phone

Invoice Due

12. Modern systems and skills

INVEST IN MODERN SYSTEMS, DIGITAL SKILLS AND CREATE A CULTURE OF HAVING A GO

Modern systems: Modern CRM system such as iMIS, an integrated CMS allowing dynamic websites. Integrated marketing automation software such as Higher Logic Communications (emails and automated member journeys) is also essential.

Skills: Unions desperately need digital marketers and online organisers and campaigners, in addition to a database analyst. They should also offer the tool and training to staff.

Culture: Arguably getting the culture right is the most important element to growth. A focus on understanding what workers need and want, not treating them all the same and not asking them to fit us. And we need to have a go- try new things.

Invest: More of the same will not achieve a better result. Unions need to invest in infrastructure and skills.

Measure: Data driven decision are critical. Dashboards that can slice and dice the data by industry, occupation, organiser and career stage are critical.





REVENUE \$55,584



MEMBERS 72



GAINS 72



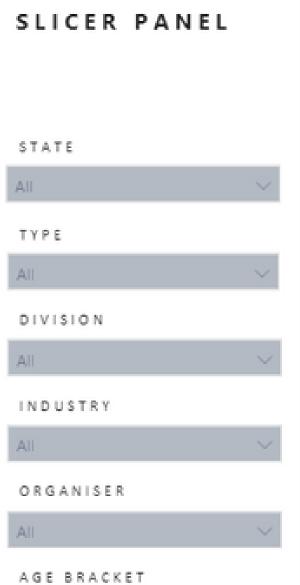
LOSSES 72



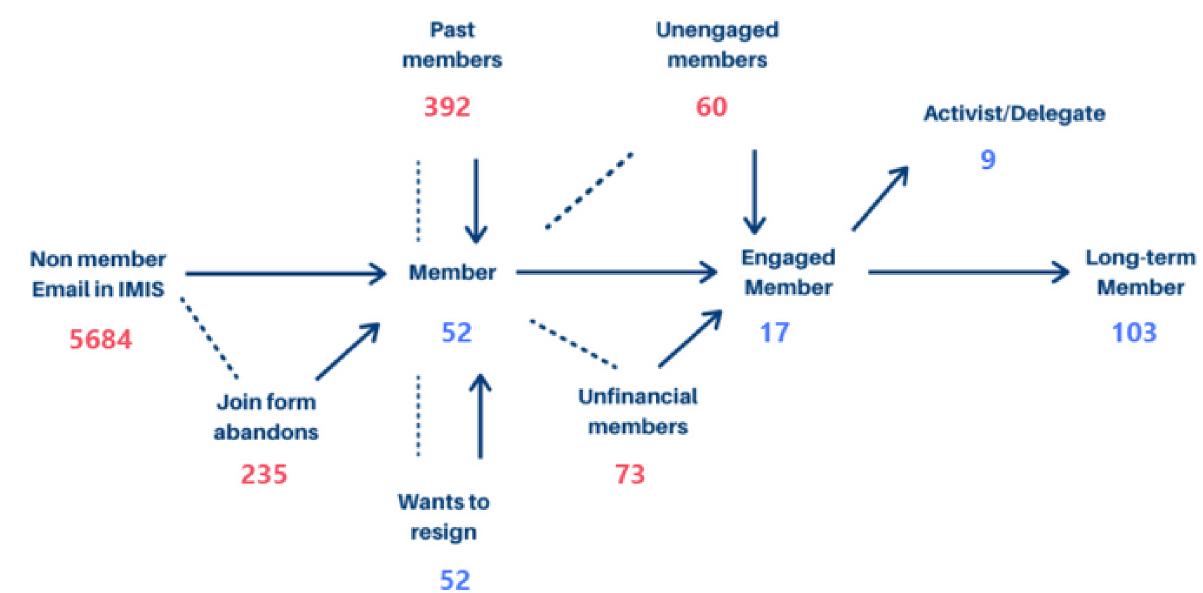
UNFINCIALS 72

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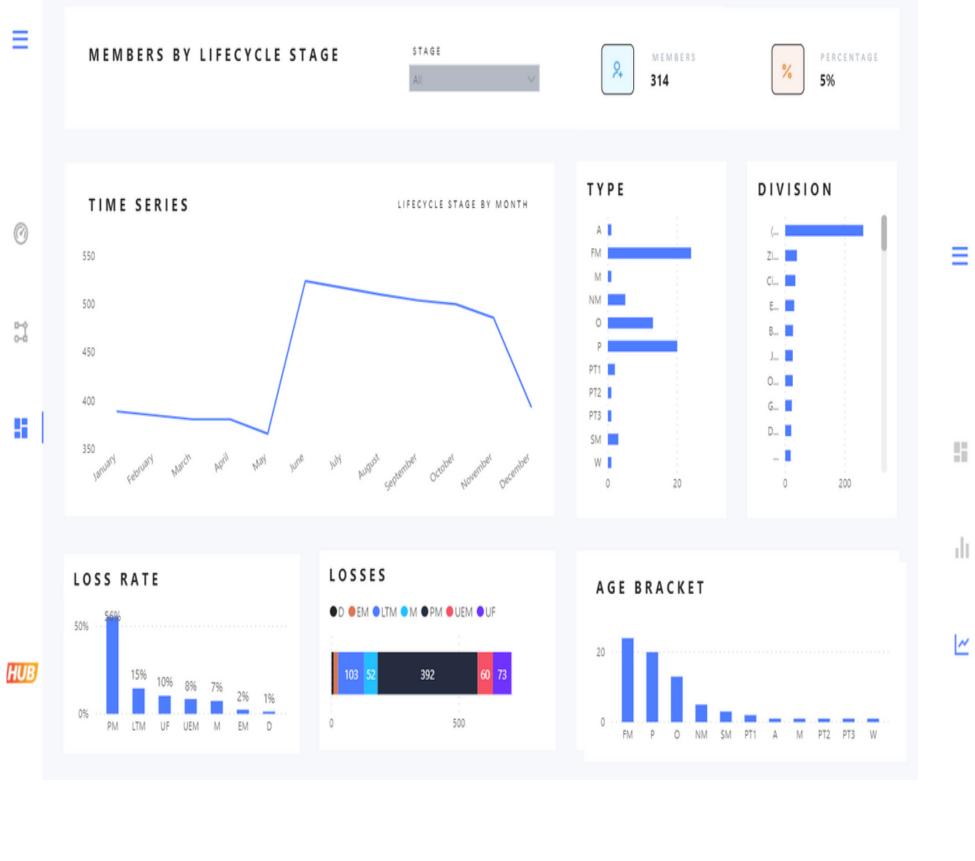


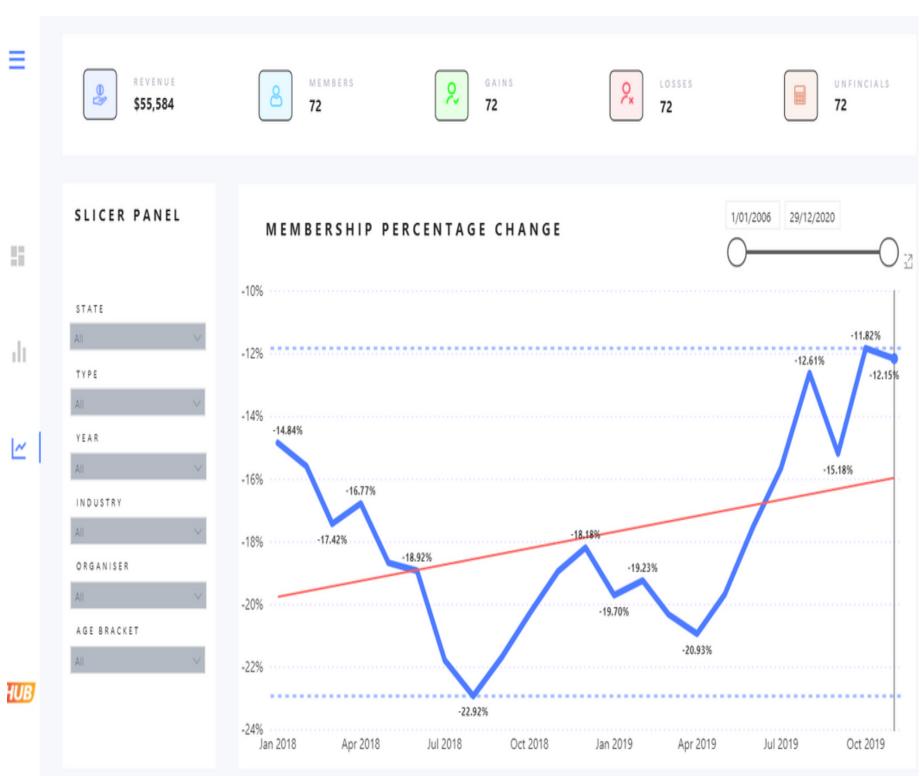
MEMBERSHIP LIFE-CYCLE MAP





MEMBERS BY LIFECYCLE STAGE NON-MEMBERS LONG-TERM MEMBERS TOTAL PERCENTAGE UNFINANCIAL PERCENTAGE 73 103 6311 33% 23% UNENGAGED MEMBERS EMAIL LIST ENGAGED MEMBERS PERCENTAGE PERCENTAGE % 5684 17 5% 60 19% MEMBERS BY STAGE JOIN ABANDONS DELEGATES PERCENTAGE 2 5% 3% -235 3% - 33% ORDERS 314 19% HUB PAST MEMBERS PERCENTAGE MEMBERS 2 392 52 17% ●LTM ●UF ●UEM ●M ●EM ●D





VISUALISATION AND REPORTS

DATA
COLLECTION
AND ANALYSIS

MARKETING AUTOMATION HIGHER LOGIC

RETENTION JOURNEYS

TRAINING

RISE WEBSITES

RETENTION WORKFLOWS

WIN-BACK JOURNEYS

MEMBERSHIP PORTALS

MEMBERSHIP SERVICES AND PACKAGES



ENGAGEMENT
TRACKING AND
SCORING

ENGAGEMENT JOURNEYS

Growth

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