



# #STEWARDOLES

THE COMMUNICATOR

A STRENGTH>FUTURE>FOUNDATION>SERIES



# INTRODUCTION TO #StewardRoles

We are excited to bring you this new edition to our **Strength>Future>Foundation>Series**. What our **#Goals are;** is to bring you **[the Shop Steward]**, a fresh perspective of what your **#StewardRoles** are within our movement and how we can increase our impact at our barns, our **[labor]** movement, and beyond.

Over the next several months we will take a look at the various roles we are tasked with as Shop Stewards and have interactive discussions on how each of those roles are essential to our overall health and well being as an organization and a movement.

# COMMUNICATION

*Latin* **communicare** **to share**

# com·mu·ni·ca·tion

*noun*

**The successful conveying or sharing of ideas or feelings**

# A TALE OF TWO LEADERS

- **TEAMSTER –IS A MULTIPLIER, THAT UNDERSTANDS THAT ACHIEVING OUR GOALS REQUIRES EVERYONE. THIS LEADER WILL EQUIP THOSE THEY LEAD WITH THE FUEL THEY NEED TO GROW TO THEIR FULL POTENTIAL AND BEYOND.**
- **“ME”-STER –IS A LEADER THAT RELIES ON THEIR OWN STRENGTHS AND SEES THOSE AROUND THEM AS INCAPABLE OF ACCOMPLISHING THINGS WITHOUT THEM. THIS TYPE OF LEADER TREATS OTHERS AS A SOURCE OF FUEL FOR THEIR OWN SUCCESS AND DIMINISHES THE POTENTIAL OF THOSE THEY LEAD.**

# SIDE BY SIDE COMPARISON:

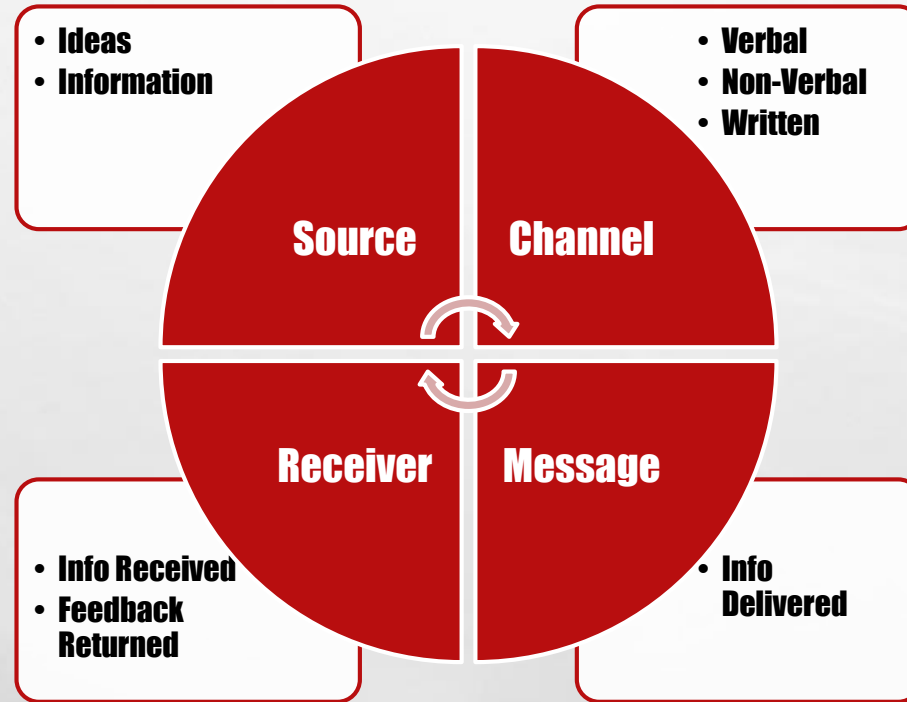
## MULTIPLIERS

- **CHALLENGER**  
Causes people to stretch through opportunity
- **DEBATE MAKER**  
Drives sound decisions through rigorous debate
- **INVESTOR**  
Gives other people ownership and invests in their success

## DIMINISHERS

- **KNOW IT ALL**  
Showcase how much they know
- **DECISION MAKER**  
Makes centralized, abrupt decisions that confuse
- **MICROMANAGER**  
Drives results through personal involvement

# DYNAMICS OF INTERACTIONAL COMMUNICATION:







## **#CommunicationFails**

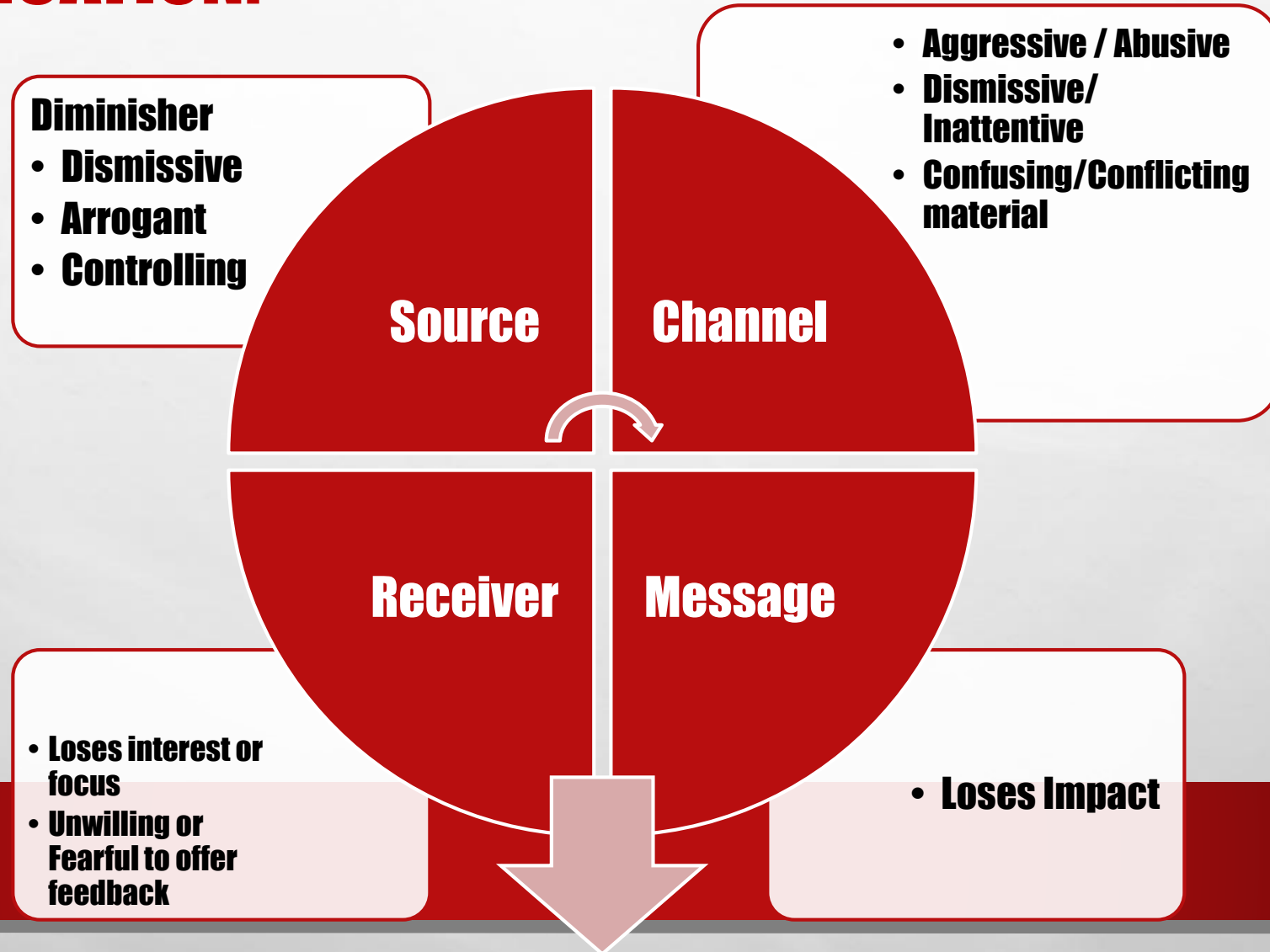
**SHUTTING EACH OTHER'S IDEAS OUT...**

# **DIMINISHER**

**OFTEN CREATE A STRESSFUL ENVIRONMENT FOR PEOPLE.**

**ON AVERAGE DIMINISHERS ONLY GET 50% OUT OF THE PEOPLE THEY LEAD BECAUSE THEY FEEL STIFLED BY THEIR LEADER.**

# THE DIMINISHERS IMPACT ON INTERACTIONAL COMMUNICATION:





# **#EffectiveCommunicationGoals**

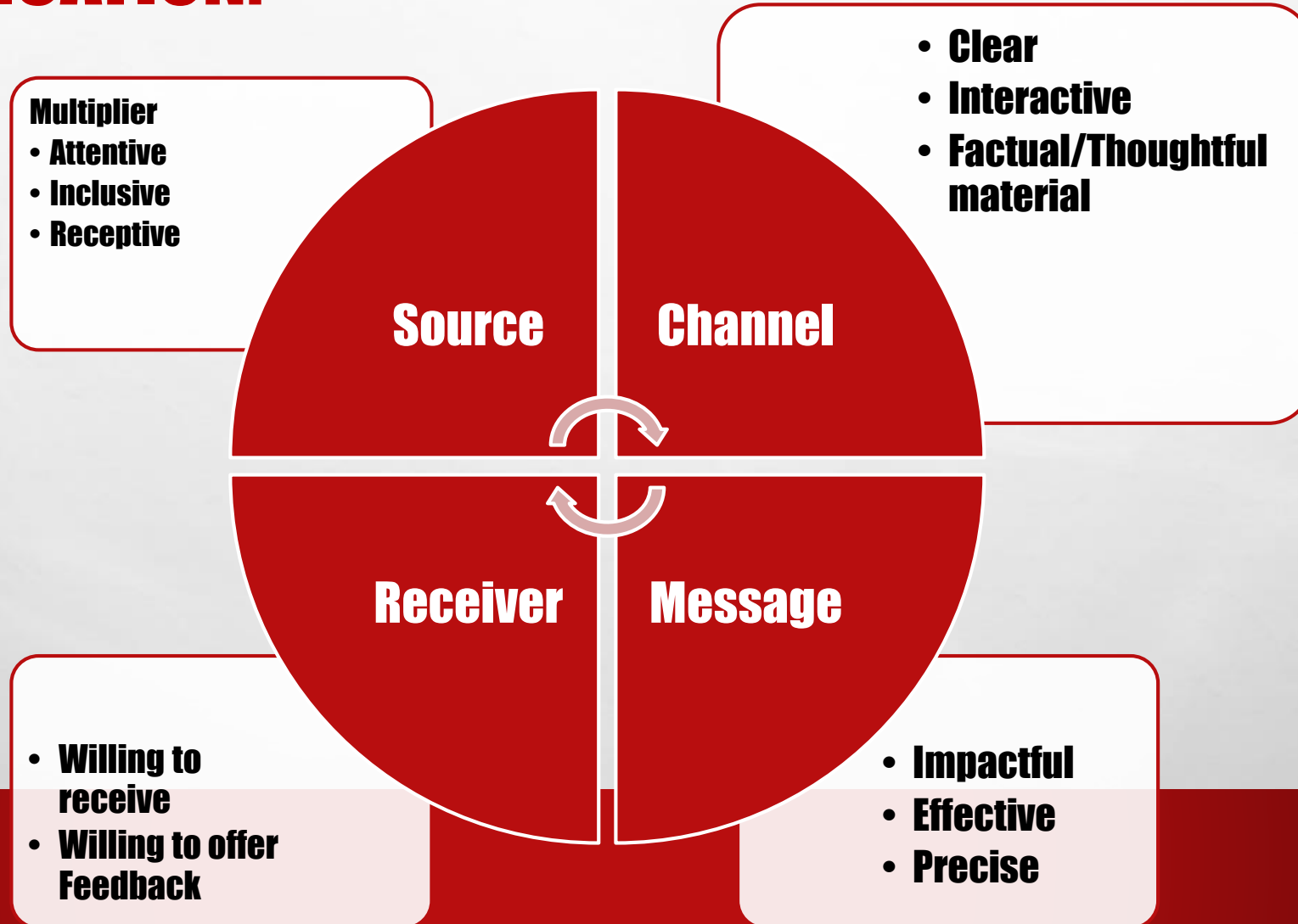
**GET PEOPLE EXPLORING EACH OTHERS IDEAS...**

# **MULTIPLIER**

**A MULTIPLIER WILL ON AVERAGE GET 2X'S THE OUTPUT COMPARED TO DIMINISHERS.**

**PEOPLE WILL OFTEN GIVE MORE THAN THEY THOUGHT THEY HAD TO GIVE BECAUSE A MULTIPLIER LEAD THEM TO STRETCH THEIR CAPACITY.**

# THE MULTIPLIERS IMPACT ON INTERACTIONAL COMMUNICATION:



# RECOGNIZING OUR #STEWARDDROLE

## STEWARD ASSESSMENT:

- TAKE A LONG, SERIOUS, AND **HONEST** LOOK AT YOUR STEWARDSHIP
- ASK COLLEGES FOR **HONEST; NO HOLDS BARS, OPINIONS**

“

**We can get More TOGETHER than we  
Can apart; we can get more organized  
TOGETHER than we can apart.**

”

DR. MARTIN LUTHER KING, JR.