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
communication

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:

- Info Delivered
- Info Received
- Feedback Returned
- Verbal
- Non-Verbal
- Written
- Ideas
- Information
- Source
- Channel
- Receiver
- Message
- Info Delivered
#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:

- Loses interest or focus
- Unwilling or Fearful to offer feedback

Diminisher
- Dismissive
- Arrogant
- Controlling

Source
- Aggressive / Abusive
- Dismissive / Inattentive
- Confusing / Conflicting material

Channel
- Loses Impact

Receiver

Message
#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:

- Impactful
- Effective
- Precise
- Willing to receive
- Willing to offer Feedback
- Clear
- Interactive
- Factual/Thoughtful material
- Attentive
- Inclusive
- Receptive
- Source
- Channel
- Receiver
- Message
RECOGNIZING OUR #STEWARDROLE

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.