



# #STEWARDOLES

**THE COMMUNICATOR: PART II**

**GROWING AS COMMUNICATORS**



**TEAMSTERS LOCAL 848 SHOP STEWARD TRAINING  
A STRENGTH>FUTURE>FOUNDATION>SERIES**

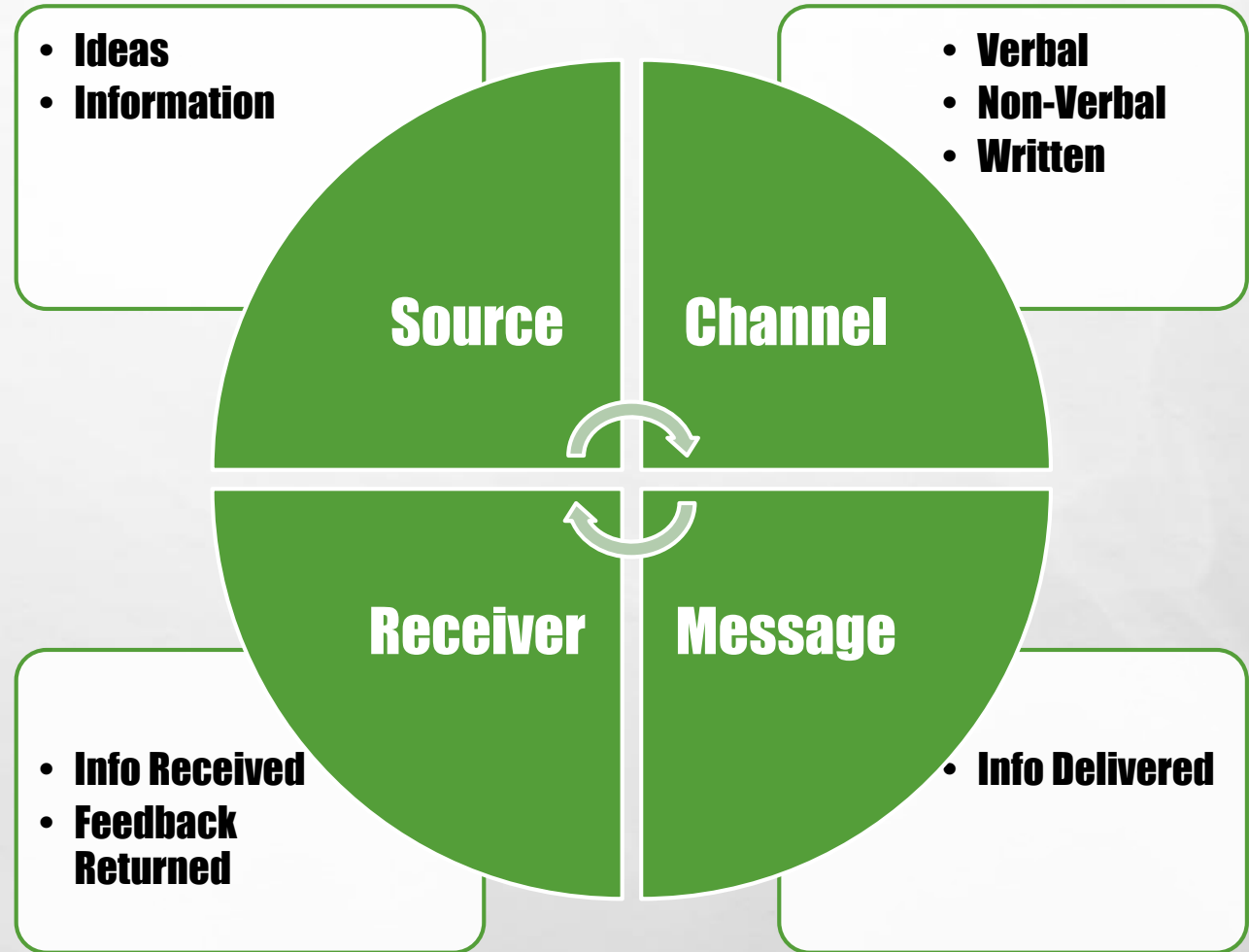
# INTRODUCTION TO #StewardRoles

**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.**

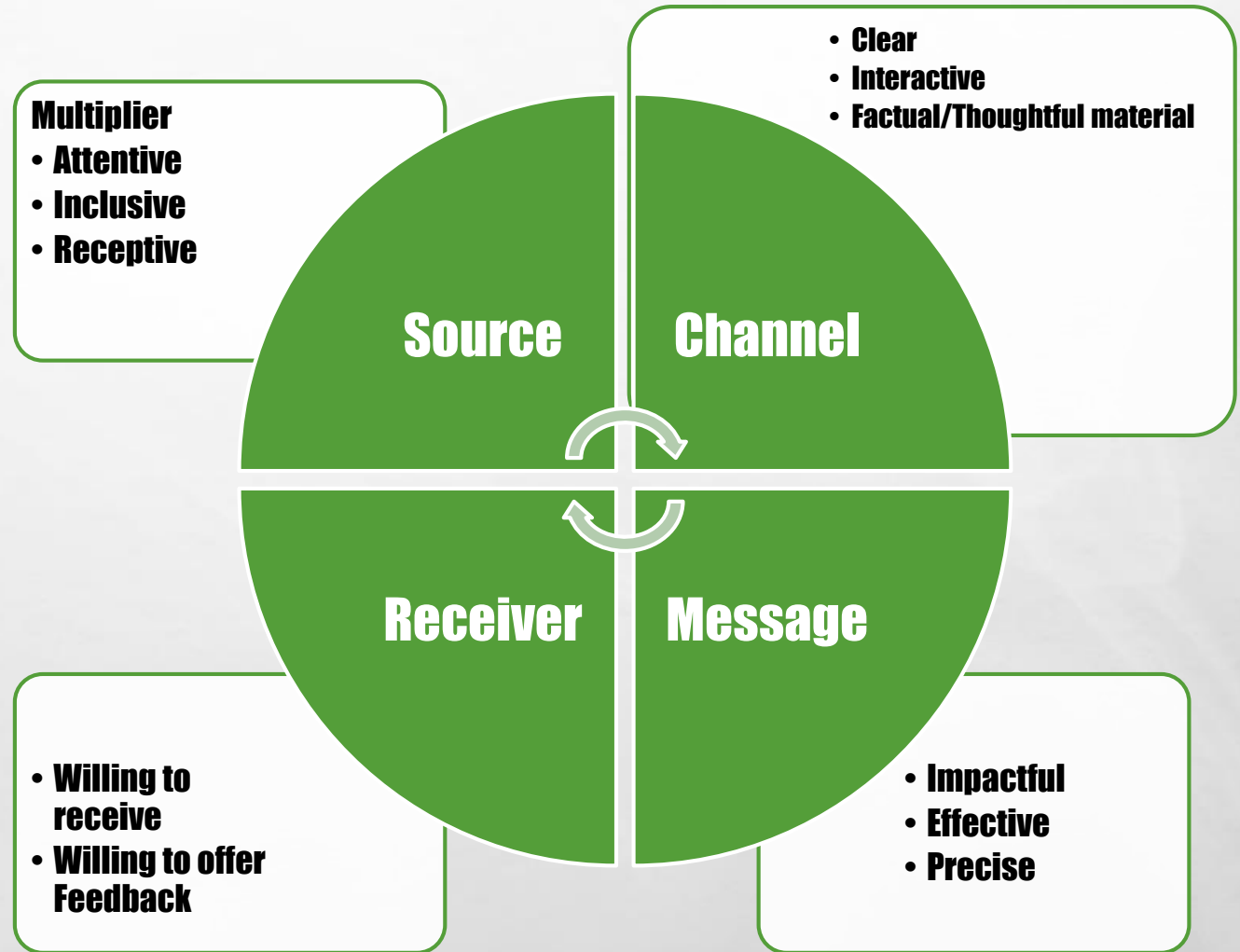
# RECAP FROM PART I: THE COMMUNICATOR

Communication is **INTERACTIVE** and **EFFECTIVE** communication **SUCCESSFULLY** gets us to **SHARE** each others ideas.



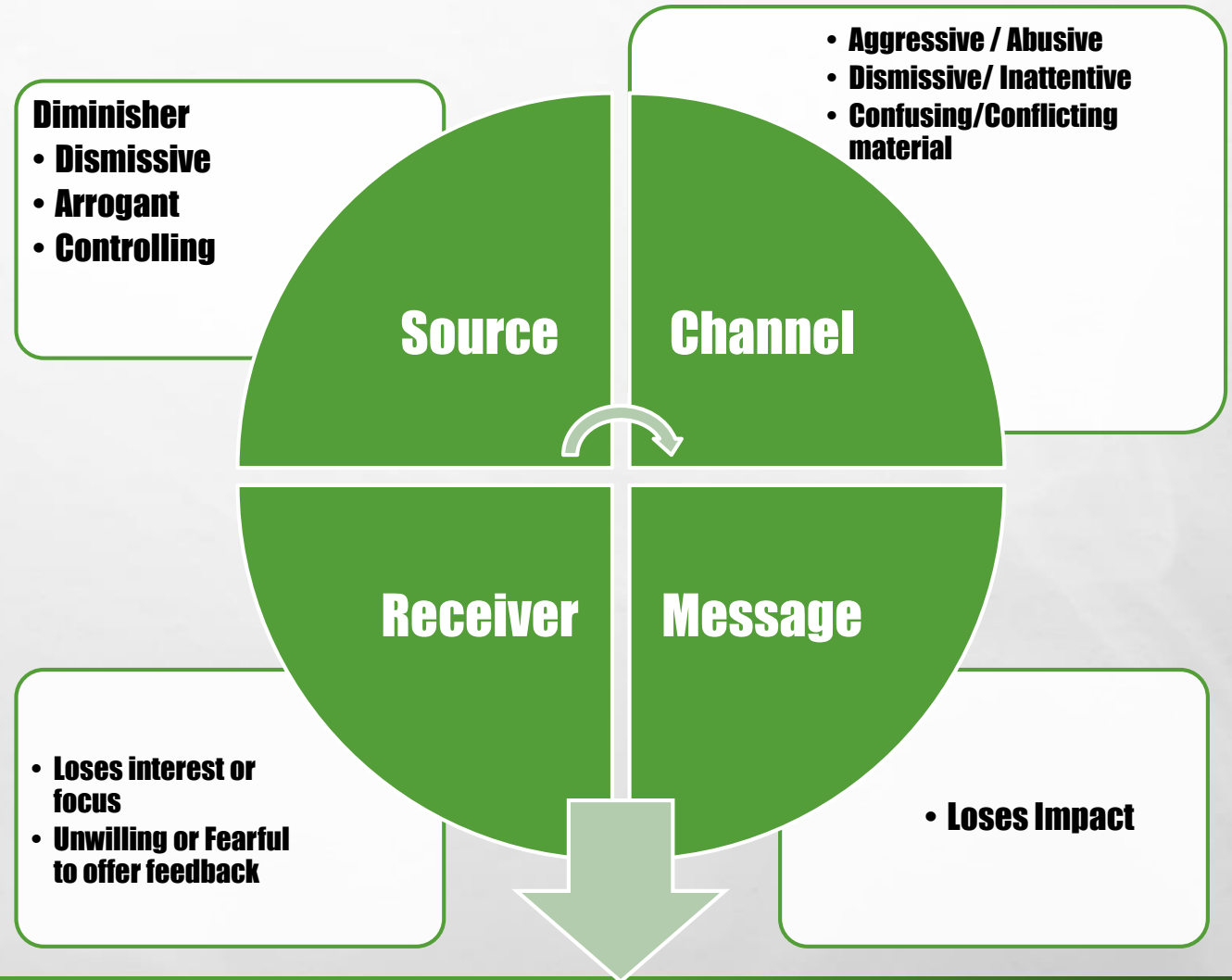
# RECAP FROM PART I: THE COMMUNICATOR

The **MULTIPLIER'S** effects on interactional communication allows the cycle to keep moving.



# RECAP FROM PART I: THE COMMUNICATOR

The **DIMINISHER'S** effects on interactional communication breaks the cycle.



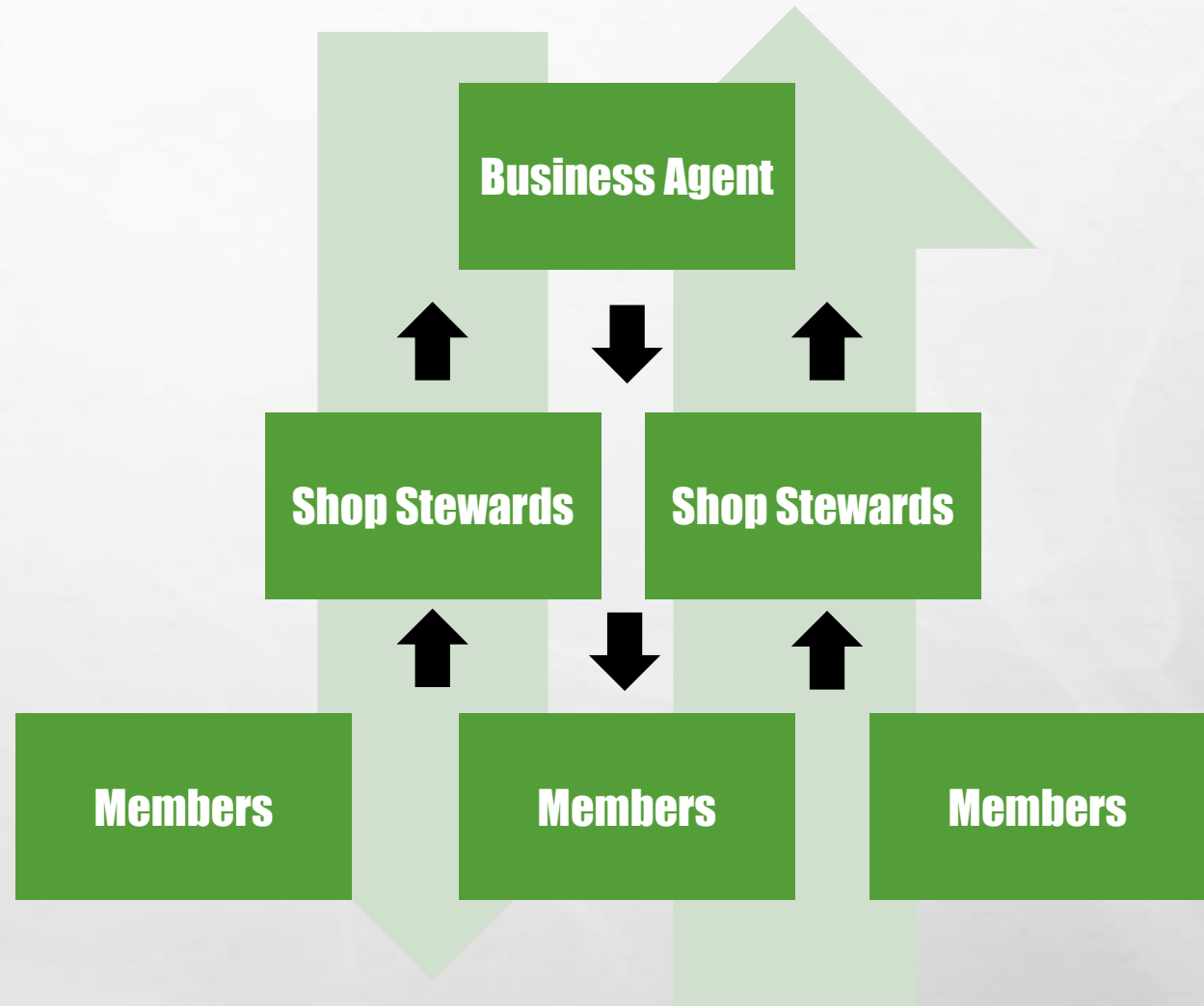
A chalkboard with a soccer field diagram drawn in white chalk. The field is divided into three main sections: a left half, a center circle, and a right half. The left half contains several 'X' marks and 'O' marks, with a dashed arrow pointing from a circle at the bottom towards the center. The right half contains a 'd' mark. The center circle is a simple circle. The text 'CREATING A GAME PLAN' is written in large, bold, white capital letters across the center of the board, overlapping the center circle and the two halves.

# CREATING A GAME PLAN

# SHOP STEWARD COMMUNICATION FLOW CHART

Information is shared between the **BUSINESS AGENT** and the **SHOP STEWARDS**.

Information in turn is shared with the **MEMBERSHIP**. Feedback is brought back from the **MEMBERS** to the **BUSINESS AGENT**.



# THE LAW OF THE LID

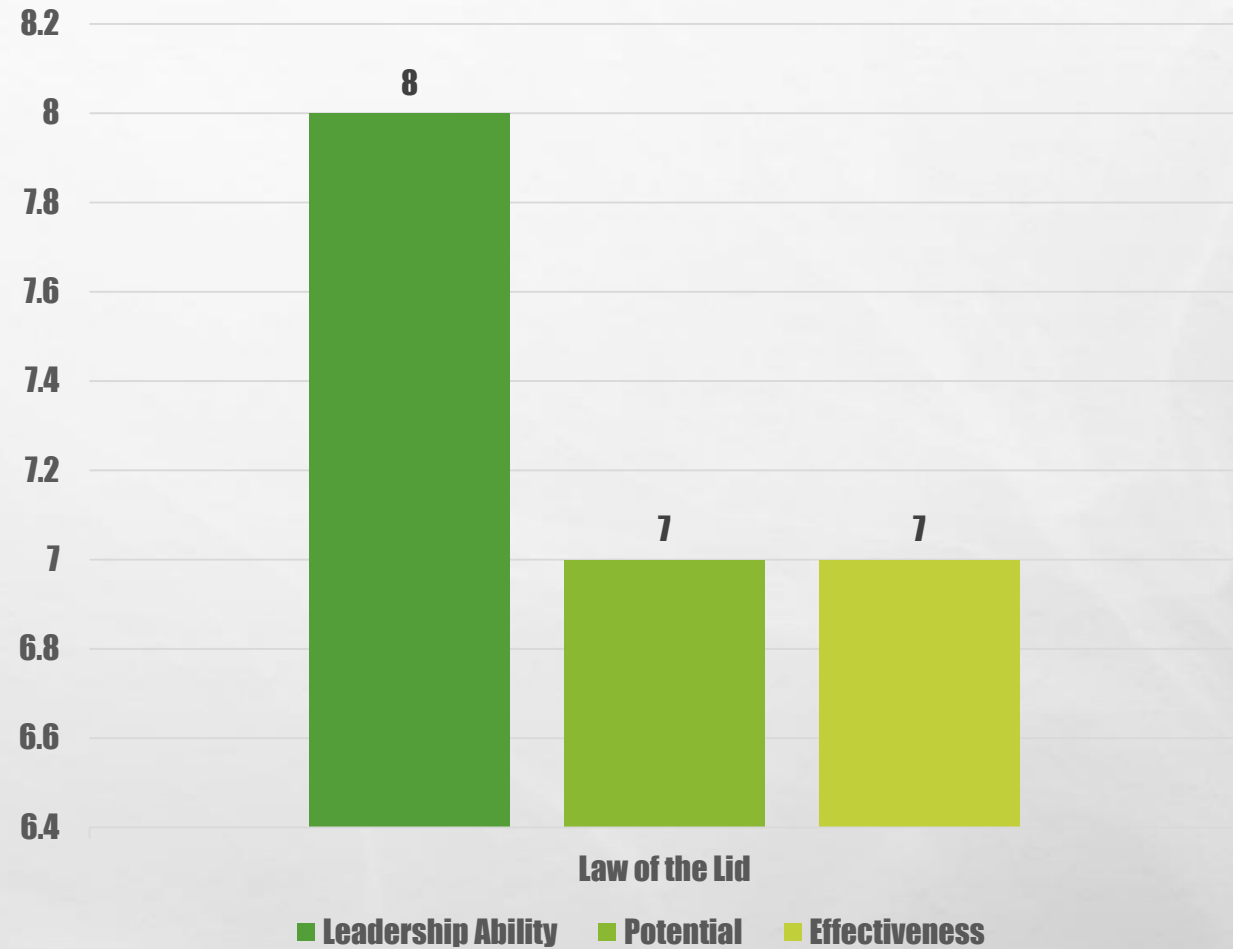
**“LEADERSHIP ABILITY DETERMINES A PERSON’S LEVEL OF EFFECTIVENESS”**

**Leadership ability is the lid that determines a persons level of effectiveness. The lower an individual’s ability to lead, the lower the lid on his potential. The higher the individual’s ability to lead, the higher the lid on his potential.**



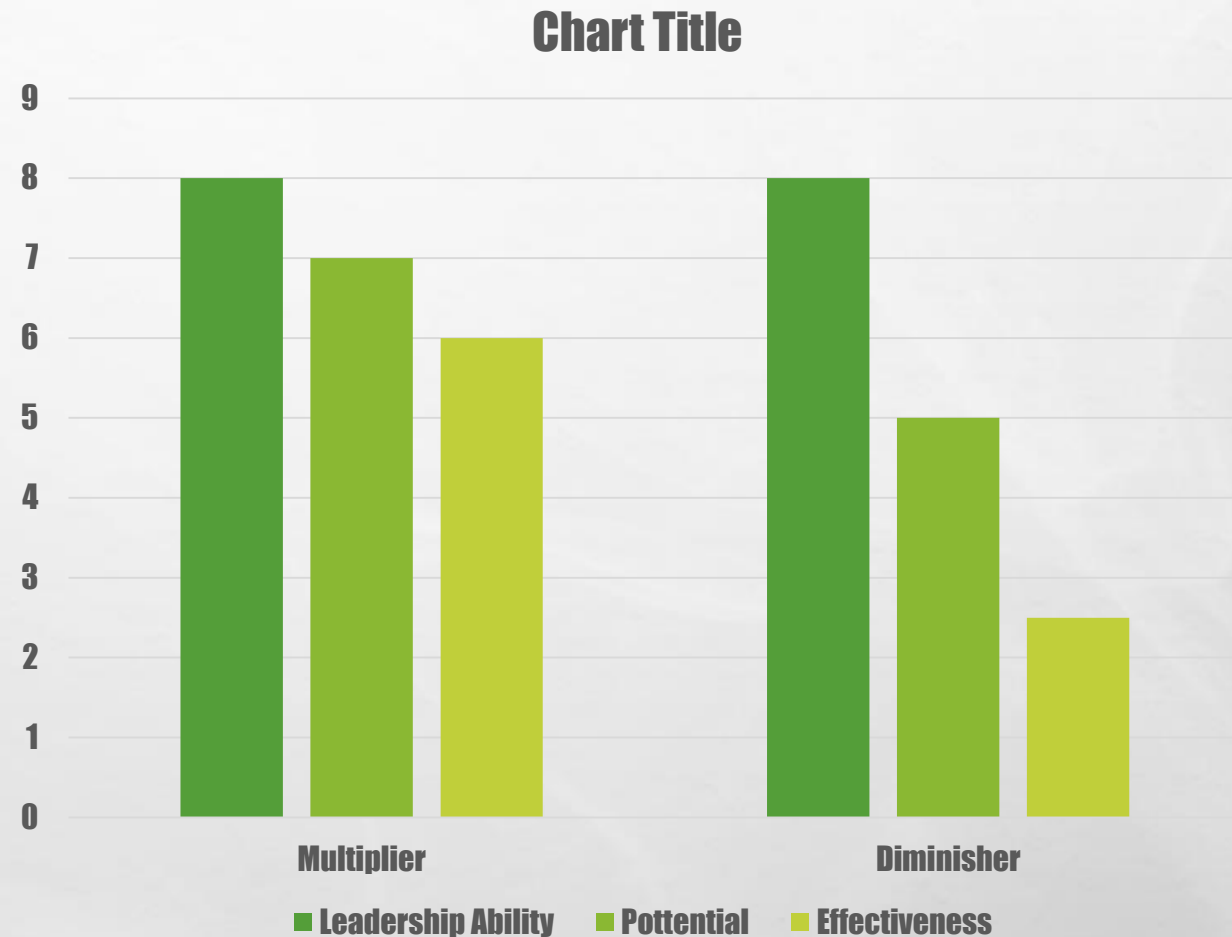
# THE LAW OF THE LID

Your **LEADERSHIP ABILITY** – for better or worse – always determines your **EFFECTIVENESS** and **POTENTIAL** impact...



## TEAMsters and ME-sters effects on THE LAW OF THE LID

Because **DIMINISHERS** only get about **50%**  
out of the people they lead, their  
effectiveness is drastically lower than  
that of a **MULTIPLIER**.



# Multiplier approach applied to **THE LAW OF THE LID**

When we **RECOGNIZE** our leadership ability and make the necessary **ADJUSTMENTS**; our **POTENTIAL** and **EFFECTIVENESS** can **INCREASE**.

## CHART TITLE



# THE GAME PLAN

Taking the approach of **POLYGLOTS** to help  
us **LEARN** new ways to **COMMUNICATE** as  
**SHOP STEWARDS**

(Enjoyment of the)  
**Process**

**Methods**

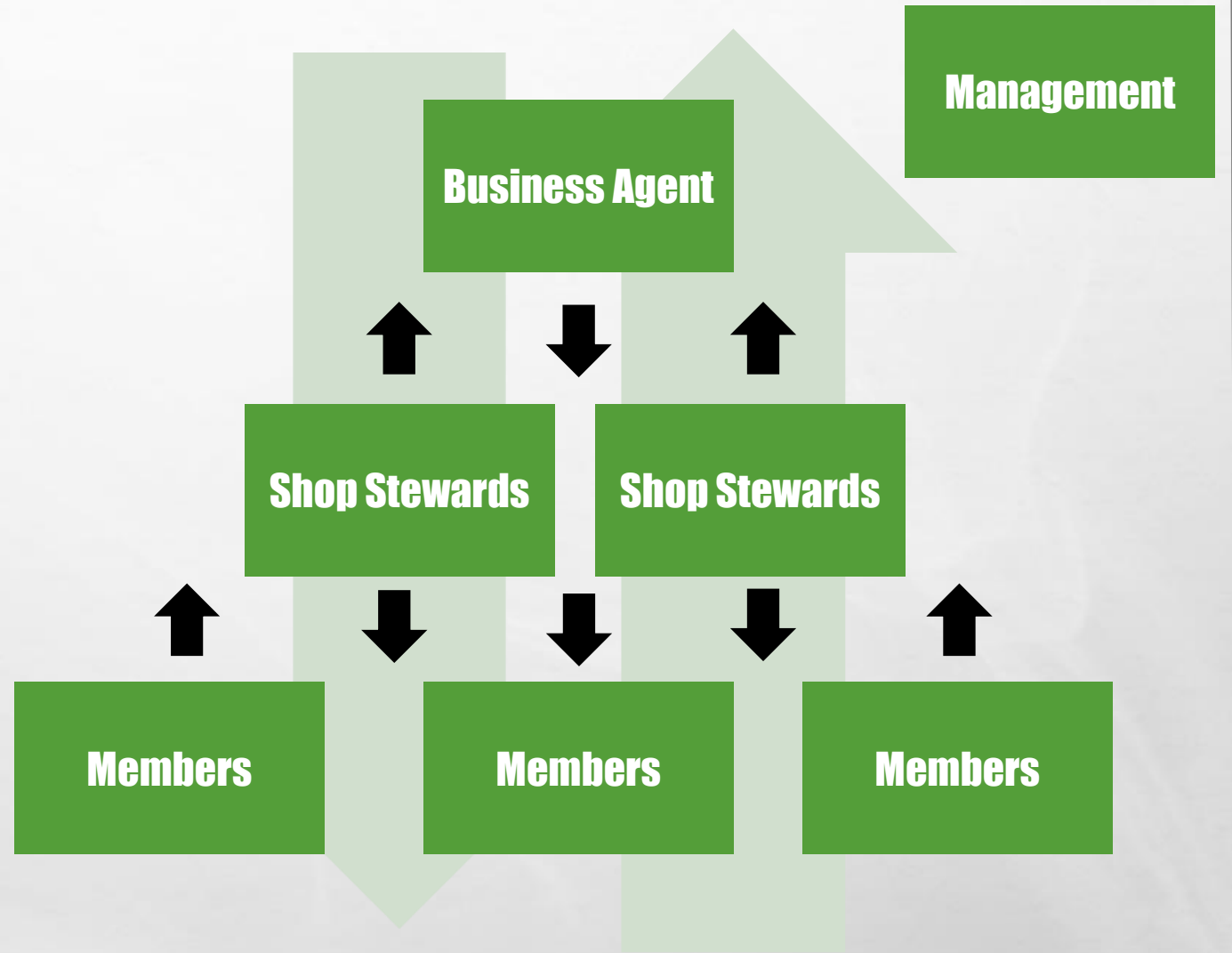
**System**

**Patience**

# THE PROCESS

## THE GOAL:

**FIND WAYS TO ENJOY THE PROCESS OR FIND  
A PROCESS THAT YOU CAN ENJOY**



# METHODS

**THE GOAL: FIND EFFECTIVE METHODS THAT WILL HELP YOU COMMUNICATE**

- **HOLD STAND UP MEETINGS WITH CO-WORKERS**
- **CREATE A SOCIAL MEDIA ACCOUNT/PAGE**
- **CREATE MEMOS/POSTERS**
- **CREATE A PHONE NETWORK**
- **ASK OTHERS FOR IDEAS**

# SYSTEM

**THE GOAL: CREATE A PLAN FOR YOUR LEARNING AND HOW TO APPLY IT TO YOUR COMMUNICATION**

- **READ TO BOOKS**
- **LISTEN TO AUDIO BOOKS/PODCAST**
- **MAKE YOURSELF AVAILABLE TO MORE MEMBERS**
  - **ARRIVE TO WORK EARLIER**
  - **STICK AROUND AFTER WORK**
  - **RESPOND TO PHONE CALLS/TEXT OR EMAILS AFTER HOURS**

# PATIENCE

**"NOTHING MOTIVATES US MORE THAN OUR OWN SUCCESS"**



“ **The ultimate measure of a man is not where he stands in MOMENTS of COMFORT and CONVENIENCE, but where he stands at TIMES of CHALLENGE and CONTROVERSY** ”

DR. MARTIN LUTHER KING, JR.

# **FIRST IMPRESSIONS**

**APPLYING TODAY'S LESSON WITH NEW MEMBER ORIENTATIONS**

# **MAKING THE FIRST IMPRESSION**

**MAKE TIME TO INTRODUCE YOURSELF TO NEW MEMBERS WHEN THEY ARE HIRED.**

**SHARE WITH THEM THE KEY INFORMATION THEY MIGHT NEED TO KNOW, SUCH AS:**

- **WHO YOU ARE AND WHAT YOUR ROLE IS**
  - **YOUR CONTACT INFORMATION**
  - **BE READY TO ANSWERS QUESTIONS**
- **WORKPLACE HISTORY**
  - **LENGTH THE SHOP HAS BEEN REPRESENTED**
  - **PREVIOUS CONTRACT FIGHTS AND GAINS**

# **MAKING THE FIRST IMPRESSION**

**MAKE TIME TO INTRODUCE YOURSELF TO NEW MEMBERS WHEN THEY ARE HIRED.**

**SHARE WITH THEM THE KEY INFORMATION THEY MIGHT NEED TO KNOW, SUCH AS:**

- **LOCAL UNION HISTORY AND INFORMATION**
  - **BUSINESS AGENT**
  - **INDUSTRIES REPRESENTED**
  - **DUES AND INITIATION STRUCTURE**
- **MEETING DATES**
  - **ENCOURAGE THEM TO ATTEND**
  - **OFFER A RIDE TO THEIR FIRST**
- **NEW MEMBERS PACKETS**

# NEW MEMBER PACKET

FOR A **SMALL INVESTMENT** YOU CAN GET A **BIG RETURN** FROM YOUR MEMBERSHIP

## MATERIAL

- **QUALITY – MAKE IT PRESENTABLE**
- **USEFUL INFORMATION**
  - **CONTACT INFORMATION**
    - **HEALTH INSURANCE ADMINISTRATOR**
    - **PENSION ADMINISTRATOR INFO**
    - **LOCAL UNION CONTACTS**
  - **MEMBERSHIP MEETING**
- **DUES AND INITIATION STRUCTURE**
- **UPDATED INFORMATION**