#STEWARDROLES

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 **INTERACTIONAL** 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.

- Loses interest or focus
- Unwilling or Fearful to offer feedback
- Loses Impact
- Aggressive / Abusive
- Dismissive/ Inattentive
- Confusing/Conflicting material

Source

Channel

Receiver

Message

Diminisher
- Dismissive
- Arrogant
- Controlling
CREATING A GAME PLAN
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 person’s 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 showing Leadership Ability, Potential, Effectiveness for Unaware Diminisher and Aware Leader]
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 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
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"
FIRST IMPRESSIONS

APPLYING TODAY'S LESSON WITH NEW MEMBER ORIENTATIONS
MAKING THE FIRST IMPRESSION

• WHO YOU ARE AND WHAT YOUR ROLE IS
  • YOUR CONTACT INFORMATION
  • BE READY TO ANSWER QUESTIONS

• WORKPLACE HISTORY
  • LENGTH THE SHOP HAS BEEN REPRESENTED
  • PREVIOUS CONTRACT FIGHTS AND GAINS

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:
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