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National Organising and Leverage Department

Leaders and Leadership Qualities

Every Reps A Leaders

Unite Housing Workers Branch

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Organising and Leverage Department

Sharon Graham - Executive Officer

- * Sector Organising – 75% of a sector
- * 100% - preparing workplaces to become ‘strike ready’
- * Leverage – created to deal with hostile employers
- * Broad Industrial Strategy – industrial database 40,000 workplaces, 10,000 agreements

Key benchmarks to organising campaigns

- * LEADERS – *most important part of Unites organising strategy*
- * O/C
- * Issues
- * Collective Actions
- * Collective Sign UP

Who is a leader?

- * An activist that goes to every meeting?
- * A shop steward?
- * A quiet person?
- * A supervisor?
- * A racist?

LEADERS

* How do we define a leader?

‘The best way to recognise a Leader is to determine if they have followers’

Marshall Ganz

(United Farm Workers of America)

Finding natural leaders in workplaces

- * Acknowledged by others
- * Speaks out about work issues
- * Organises social events
- * Involved and respected in their local community
- * Respected by fellow workers
- * Understand trade unionism – importance of building the collective
- * Recommended by fellow workers

Our Goal

Solve Problems or Lead Workers?

- * Our goal as organisers is NOT to solve problems
- * Our Goal is to lead workers into struggle, so they learn from their experience, that their power comes from collective action