

## Council Representative Training

# Organizing your district

### Identifying Leaders

#### Representative Leadership:

SPEEA is most effective when our leadership includes representatives from a diverse group of departments, classifications, ages, company seniority levels, races, religions, educational backgrounds, cultures, ethnicities, genders, sexual orientations and identities.

When looking for member leaders in the workplace, here are a few things to look for:

- Leaders have followers – look for those co-workers who naturally take the lead in a positive way and have people who follow them.
- Leaders are good listeners – is there someone you know who co-workers go to consistently to talk through issues?
- Leaders communicate well – they are able to have conversations with leadership and membership and help to facilitate those conversations where possible.
- Leaders Take Risk- working for change and representing others can be confrontational and emotional. Look for those who work to make things better in spite of the risks.
- Leaders Follow Through- they keep their commitments to others, communicate when things have changed, and understand their own limits.
- Leaders Involve Others- identify who others want to work with. These people are natural team builders and can best utilize the full strength of all members.

These are just a few ways to identify leaders who can fill positions like Designated Alternate, Area Representative (AR) or Council Representative.

#### Ways to recruit new leaders:

- **Ask them in person** – Face to face conversations are always best.
- **Why them?**-Let them know what leadership qualities you have identified in them that make them well suited for the position and how these qualities will be effectively used to make change.
- **Make it easy to say “Yes”**- Have a detailed plan with a specific request in mind. It is easier to commit to do something when you understand what you are committing to do. For example, if you’re asking someone to act as an AR have the AR responsibility sheet handy and detail why filling the position is important.