



# HELP LEADERS LEARN

Here are a few ways activists can help each other develop as leaders:

- **Agree on your goals.** Your bottom line is to build the power of union members. Talk about it and come to an agreement on what building that power means in your workplace and beyond. (You'd be surprised how many leaders are not clear that power comes from active members.)
- **Hold each other accountable.** When you take an organizing assignment like talking to so-and-so, follow through on it, and make clear you expect the same from other leaders.
- **Team up.** Stay in frequent touch, and help each other problem-solve. Leaders with complementary skills can cross-train each other. Niemeijer says, "I had a leader who had great people skills, but she was nervous to 'round' [walk through the whole workplace checking in with everyone] through the hospital, so she would round with me. I would model one-on-one organizing conversations, show her how to navigate management, where all the break rooms were, and how to constantly collect intel. I teamed her up with other leaders who round well. Now she's training others to round and we have raised expectations that rounding is part of a leader's responsibility."
- **Form trusting friendships.** Give extra weight to your relationships with leaders. Prioritize their texts and emails. If they're targeted, make sure you have their back.
- **Educate each other.** Pass around articles. Talk about the big picture.

