

Leading in a Changing World: Creating Teams that Work



UMA

February 25, 2025

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To Jump Start Our time together

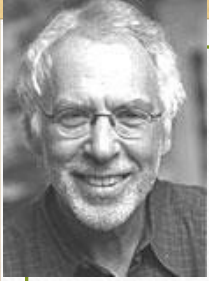
1. What led you to accept the invitation to come to this training?
2. What would it take to be for you to be fully present in this room?
3. What is the price you or others pay for being here this week?

"Why were the questions so hard?"

A really great question has three qualities:

- **It is ambiguous.** There is no attempt to try to precisely define is meant by the question. This requires each person to bring their own, personal meaning into the room.
- **It is personal.** All passion, commitment, and connection grow out of what is most personal. We need to create space for the personal.
- **It evokes anxiety.** All that matters makes us anxious. It is our wish to escape from anxiety that steals our aliveness. If there is no edge to the question, there is no power.

Peter Block, Community, 2008



Creating a different future for our Locals where...

Adapted from the work of Peter Block

- We commit to the success of our locals without a promise of return.
- We define possibilities with the faith that we can live out our personal intentions and also serve our Locals.
- We have new conversations—from complaining and waiting for others to change to ones where we realize we have helped create the very place we thought was owned by others.
- We focus on strengths and capacities rather than problem solving our deficiencies.
- We choose a stance wholeheartedly with an acceptance that our new way of thinking and working will not always be embraced by others.

NORMS



Quality outcomes start with quality relationships



Share space, use 'raise hand' feature



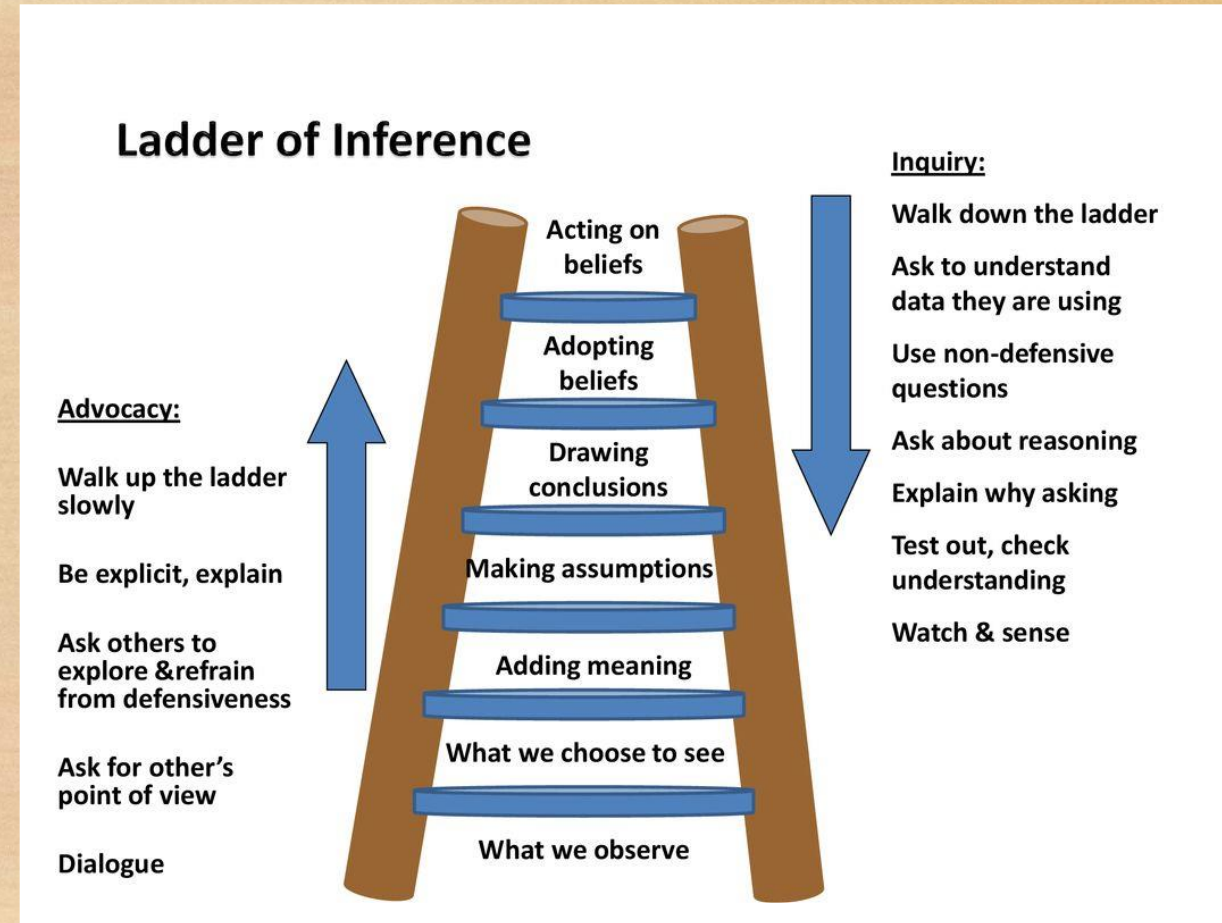
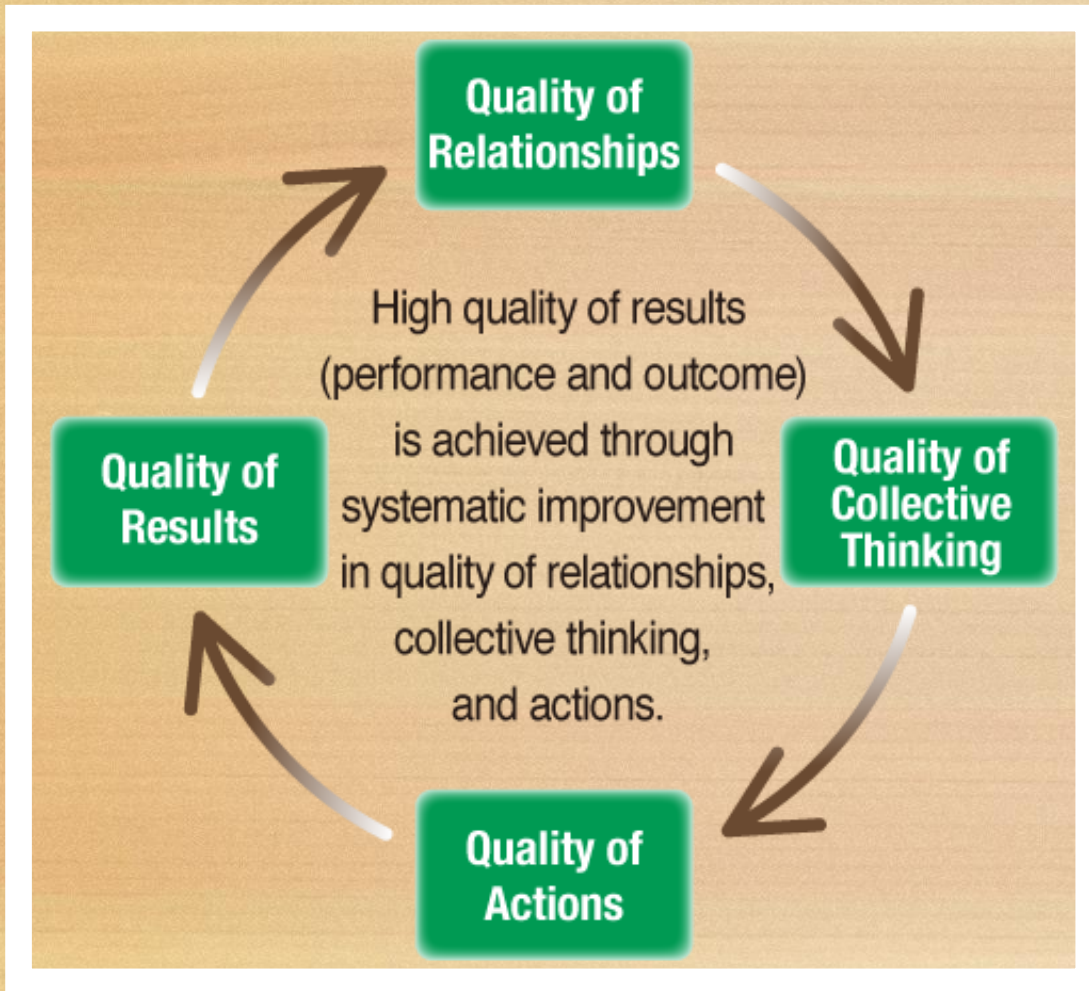
Stay present & focused on topic



Seek to find common ground with others



Put assumptions aside & seek to understand



External Trends

• Trend 1

• Trend 1

• Trend 1

• Trend 1

• Technology Factors

• Political Climate

• Economic Climate

Internal Trends

• Trend 1

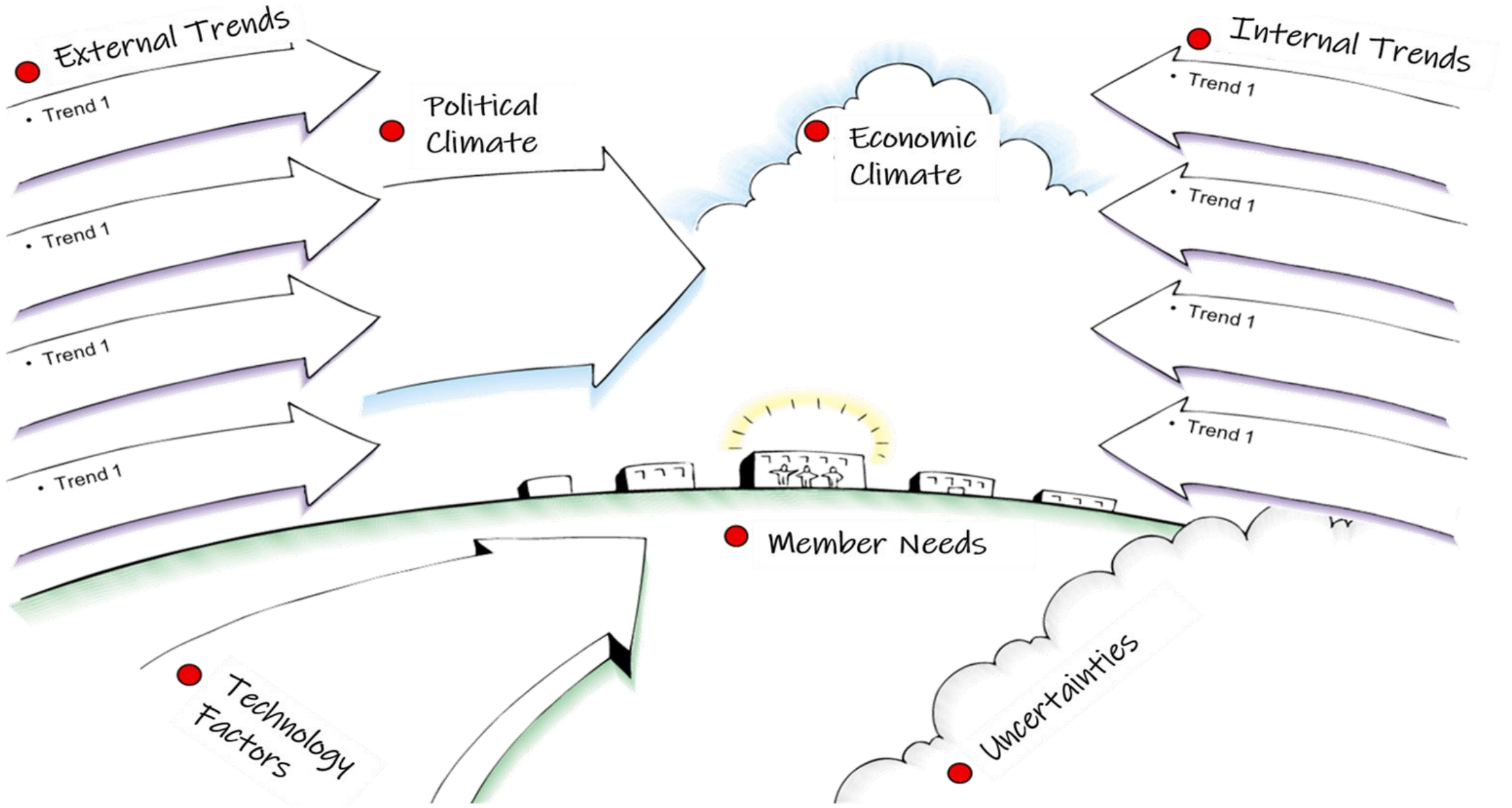
• Trend 1

• Trend 1

• Trend 1

• Member Needs

• Uncertainties



Member Needs

Internal Trends



Uncertainties

External Trends

Internal Trends

Emerging Patterns

Demographics

Diversity

Turnover

Constituency priorities

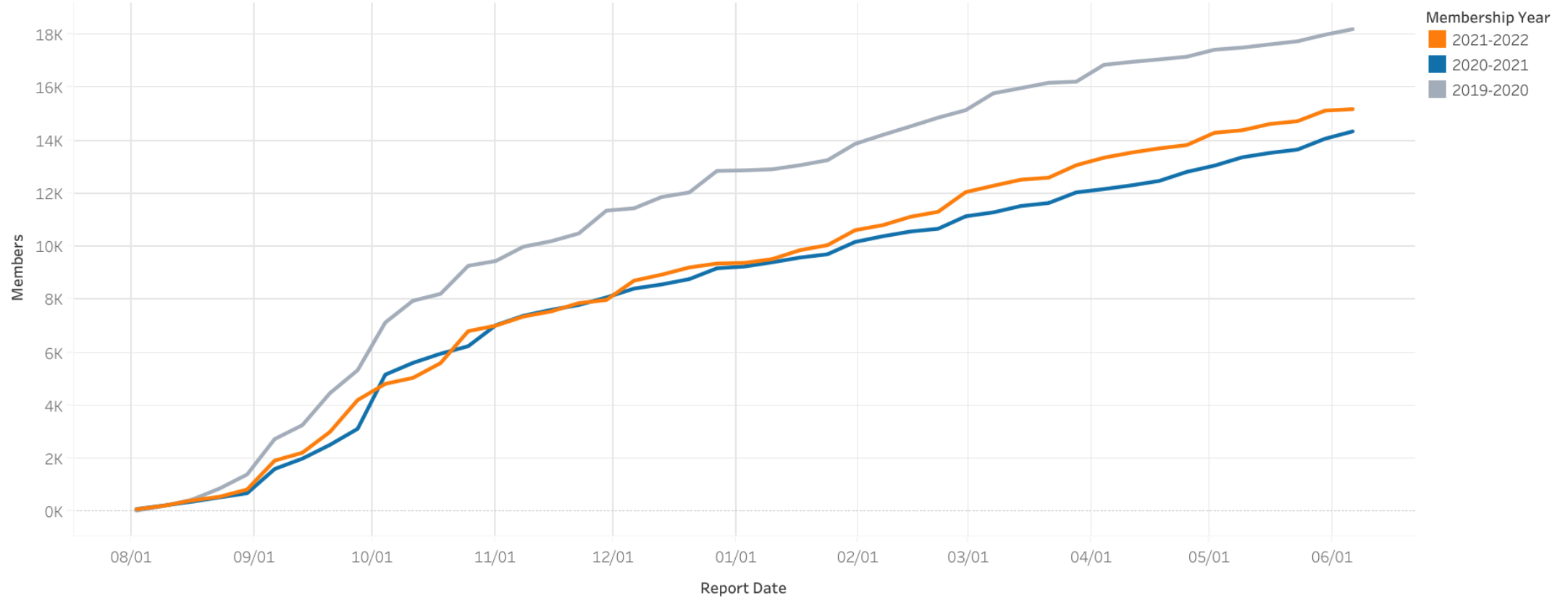
Leadership

Communications

New Member Recruitment

Last Updated: 6/6/2022

Zone All Affiliate FLORIDA Member Ty.. Multiple values Report Date From 7/29/2021 12:00:00 AM



Member Type	CY YTD	PY YTD	Recruitment: YTD #	Recruitment: YTD %	PY Total	Recruitment: Total #	Recruitment: Total %	Cancelled: CY YTD	Cancelled: PY YTD	Retained: CY YTD	Retained: PY YTD
Pro	10,503	10,174	329	3.23%	10,174	329	3.23%	994	1,228	90.54%	87.93%
ESP	4,047	3,307	740	22.38%	3,307	740	22.38%	575	516	85.79%	84.40%
HiEd	641	871	-230	-26.41%	871	-230	-26.41%	8	11	98.75%	98.74%
Grand Total	15,191	14,352	839	5.85%	14,352	839	5.85%	1,577	1,755	89.62%	87.77%

Weekly Total of New and Returned members (NEA Status, not NEA Assoc Status), by Create Date.

External Trends



Growth – new hires & unemployment



District Budget



Professional Requirements & Practices



Legislative impacts



Politics



Community & Social Needs

Uncertainties

Issues, concerns and forces that may be less predictable or more ambiguous



Areas that you may not have sufficient information or need more clarity and understanding

Member Needs



Constituent group needs



Level or specific work demands



Issues that our union may want to organize around

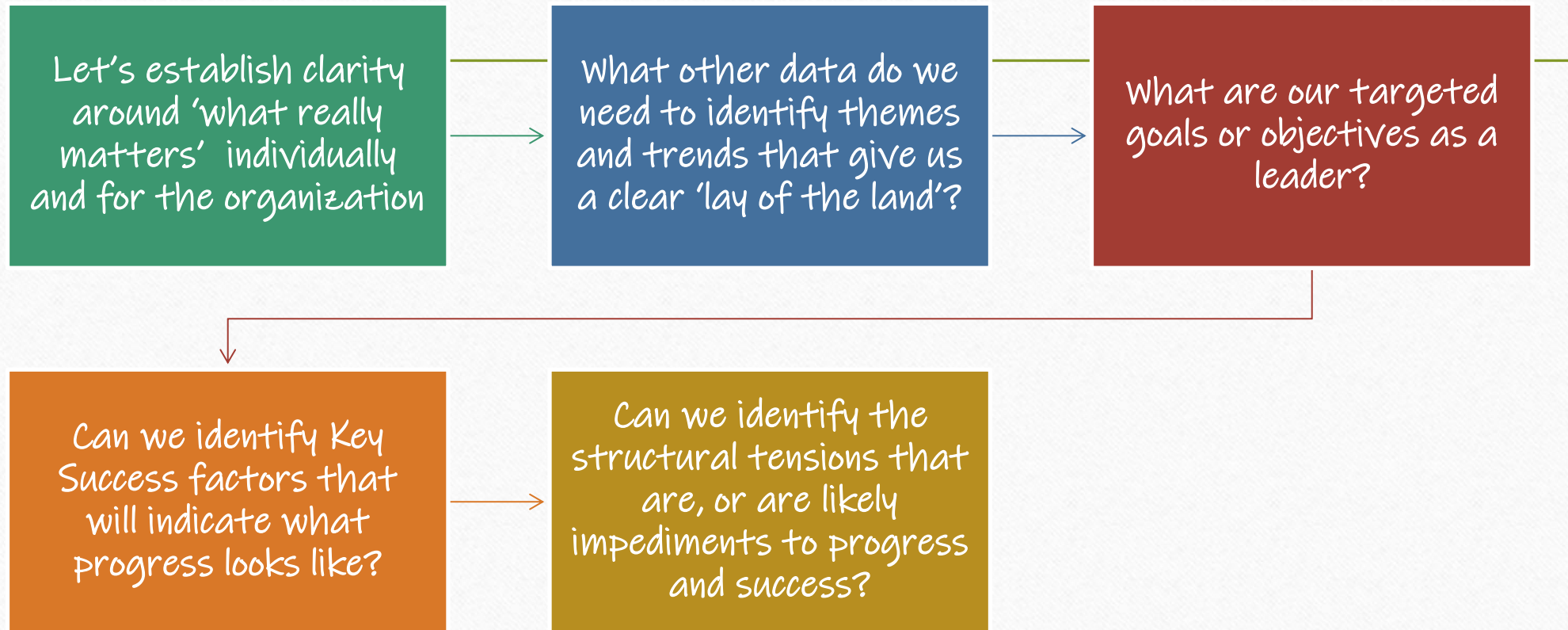


Specific collective expectations of a group or subgroup of members



What is your role in changing, strengthening, and/or moving the local to have a better, different relationship with its members and potential members?

Organizational Direction



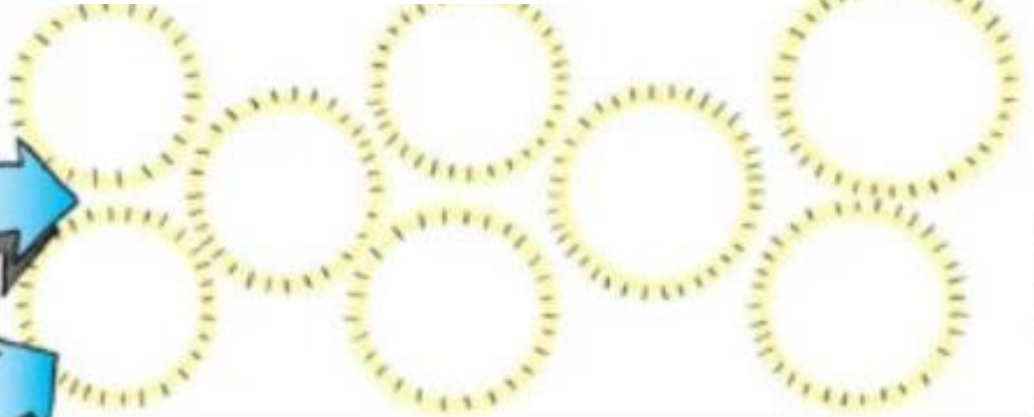
● Strengths

+
+
+
+
+
+
+

● Priorities

-
-
-
-
-
-

● Opportunities



● Uncertainties



CURRENT/INTERNAL

FUTURE/EXTERNAL

Wishing you powerful organizing!

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