

LEAD

## 12 Habits of Horrible Leaders and How to Break Them

Leadership isn't a dictatorship. If you want your employees to go the distance for you, avoid these 12 de

# Nine Ways for Managers to Build an Organizing Culture

UMA February 2025

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Strategy

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Greg Sides  
September 9, 2021




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# Building an Organizing Culture

“[The previous exec] would tell us organizing was important, but I knew that I would only get in trouble if I screwed up representation. But since you came, now I can get in trouble for not organizing, too.”





If we don't have an  
organizing culture, what  
do we have?



# Organizing

Turning the resources  
we have into the  
power we need to win  
the change we want\*

What are we striving  
for when we say we  
want an organizing  
culture?

# 9 Ways to Build an Organizing Culture...

Write down two ideas for our listicle

No more than six words!

Write each idea clearly using a marker on a single sheet of paper.

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# Scenario #1

- You are the manager of a group of 5 UD's (Big City EA, or Region 4 of Big State EA, or all the UD's in Little State EA)
- You meet with them every two weeks
- The group starts each meeting by going around and sharing reports from their locals. Invariably, most of the time is spent talking about outrageous things that the District administrator did, or that our member did, or the finer points of grievance strategy.
- What are three ways you can break this cycle?
- What are two challenges you will face?



# Scenario #2

- You have a new staff member who is pretty skilled. They haven't needed much help from you and you truthfully haven't gotten to know them that well.
  - Then you get a text from your state executive director telling you they just got asked by the state president what the heck is happening in the Verona School District, which is one of your new staff person's locals, and what are we doing about it?
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# Verona high school teacher on leave, district connects teacher to online posts about emails to staff

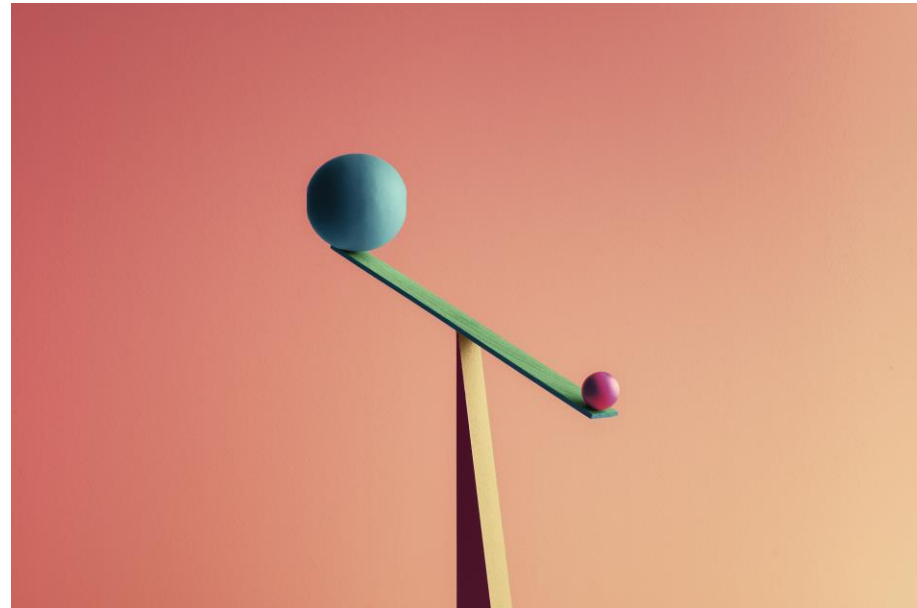
Kathryn Merck [Mar 11, 2024](#)

VERONA, Wis. -- After online speculation about the actions and subsequent employment of a Mandarin Language teacher spread on Reddit, the Verona Area School District says the teacher in question is on a leave of absence.

In [a Reddit post](#), a series of emails show a teacher sharing information about a Black American Sign Language display. Another teacher, identified in the post as a Mandarin language teacher, replies to the ASL email notice with a link to a video about Koko the gorilla learning sign language.


- What's at risk here to our promotion of an organizing culture?

- How do we mitigate or reverse that risk?



# Scenario 3

- You're in charge of the agenda for the next two day in-person state UniServ staff meeting.
- Legal typically takes up two hours of the meeting with the latest arbitration wins and losses
- Government Relations is always glad to chew up another two hours.
- The PD team wants an hour, and so does name-another-program.
- Great, the meeting is basically planning itself...but it seems like it will do nothing for building an organizing culture.

A thick yellow vertical bar is located on the left side of the slide, extending from the top to the bottom. It has a small horizontal gap near the bottom.

What are five things you can do to promote an organizing culture in this meeting?



# Building our Listicle

Write down two more ideas for our listicle (brand new or improvements on other ideas)

Place your dots on the listicle ideas you think are best

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