Building Leadership for a Strong Future

One hundred and twenty-three rank-and-file members of the North Central States Regional Council participated in “Building Leadership for a Strong Future” at the UBC International Training Center in Las Vegas October 25-28. The goal of the program was to give journey-level members a greater understanding of the Brotherhood, the construction industry and the important role they play in influencing the future of our union.

“By modeling best practices on the job, maintaining a ‘can do’ attitude and mentoring their fellow workers, these leaders have the opportunity to shape those coming up in the Brotherhood to build a stronger future,” according to the UBC.

Journey-level members chosen to participate in the program have good work skills and a positive attitude, and have the potential to become frontline leaders in the field. They set the example on jobsites and have the largest influence on those coming up in the union (especially apprentices). They are the future leaders of our organization, and by strengthening their leadership skills, we strengthen the union as a whole.

“Participants learned the history of the Brotherhood and the sacrifices made to get us where we are,” said Council Director Joel Laskey. “They learned about the vision the UBC has for securing our future and creating a world class organization.”

Members had an opportunity to hear from UBC General President Doug McCarron and to talk with various NCSRCC Directors. They toured the International Training Center and learned what the UBC is doing to keep our union strong. Most importantly, they learned what they can do to help improve themselves, our Council and the UBC through transformational leadership.

“They are entering a learning process that will make them more effective leaders in the field,” explained Laskey. “This creates a win-win situation since a professional, productive workforce creates more profitable jobs for our contractors, leading contractors to become more competitive in the market, which leads to more work hours for our members.”

Ultimately, transformational leadership is about attaining goals through the development of people.

“It’s important for members to know what transformational leadership can do for them, as individuals, and for all of us as a group,” said EST John Raines. “The old ways are no longer enough — we have to work smarter, communicate better, and pay it forward in order to advance our organization.”

Participant Erica Miller, Local 322, said the presenters and instructors were knowledgeable and inspiring, and that the UBC facilities were impressive.

“I was excited to learn that our union leadership is coming up with new ways to actively increase our market share, which will lead to more work for us in the years to come,” said Miller. “I also really appreciated the emphasis on effective communication on the jobsite. We can get a lot more done and look a lot more professional if we show respect and have a positive attitude.”