

Leadership Development

Ronald Bailey
VP of Industry Development

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- IBEW/NECA Letter
- Leadership Foundation
- Talent Management
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- Wrap Up
- Q&A



Leadership Development



The Six Rights

- Be the *right* person
- With the *right* person
- At the *right* places
- At the *right* times
- Making *right* decisions
- And doing the *right* thing





Bailey's Laws

- Leadership
- Attitude
- Warfighting



Leadership Development

- To provide a clear understanding of the diversity program.
- To raise a greater awareness and sensitivity to cultural diversity.
- To discuss benefits of workplace diversity.



Leadership Development

- ☑ A new focus
 - ☑ A new strategic plan
 - ☑ A new vision for the 21st century



Leadership Development



**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION**



Diversity & Inclusion - Joint Statement

August 3, 2020

The International Brotherhood of Electrical Workers (IBEW) and the National Electrical Contractors Association (NECA) are committed to promoting and embracing a culture change across the Electrical Construction Industry (ECI). The success and viability of the ECI depends on holding its members accountable at all levels, jobsites and office affiliates. Equity, inclusion and a workplace that fosters respect, acceptance and is free from discrimination, is critical for ensuring the future of the ECI. The IBEW and NECA maintain a zero-tolerance policy that is deeply woven into the industry-wide Code and Standard of Excellence. Through awareness campaigns, training and education, the IBEW and NECA stand together in championing its Diversity & Inclusion policies, practices and initiatives.

NECA's Diversity and Inclusion Strategies

The NECA Diversity and Inclusion Taskforce (NDIT) is comprised of a diverse platform of individuals across the Nation who are committed to building change. This collaborative group of professionals meet regularly to map real-time strategies for tackling industry-wide awareness. Through ingenuity, brainstorming and taking a top down, bottom up approach, NECA's Diversity & Inclusion Taskforce bridges gaps across all boundaries to represent and give a voice to people of all backgrounds, races, nationalities, genders, sexual orientations and disabilities.

To empower individual growth, Women in NECA (WIN) was created to provide a collaborative forum for all women affiliated with NECA-member companies, NECA chapters and local LMCCs. WIN supports the professional development of women working in the electrical contracting industry through educational and networking events, promoting diversity in the industry, and encouraging women to explore careers in electrical contracting.

As a people focused organization, NECA's overarching mission is to build a capable, diverse, and inclusive workforce. With an unwavering commitment to equity and equality, NECA continues to transform the landscape of the industry.

IBEW Standing Committee on Diversity and Full Inclusion

The IBEW Standing Committee on Diversity and Full Inclusion grew out of a unanimously passed resolution at the 39th International Convention. The committee is comprised of IBEW officers, leaders, and members from every branch, district and background, including members from the IBEW women's committee, young worker's committee and the long-standing Electrical Workers Minority Caucus (EWMC).

The guiding vision of the committee is that: IBEW will be a union that welcomes, supports and encourages diversity in our membership and leadership. We work to organize, fully respect and include all workers, regardless of our identity differences, in order to build a strong and indivisible IBEW for our families and our communities.

The IBEW encourages its local unions to create women's, young workers' and veterans' committees and participate in local EWMC chapters. Through these groups, IBEW members play an important role in promoting inclusion and leadership opportunities for members from historically marginalized communities to excel within the IBEW, thus building a strong future for both the organization and its members.

ECI Inclusion Statement:

The mission of the ECI is to celebrate diversity in communities across America, advance a culture of belonging, respect and acceptance, and attract the best industry talent in order to pave the way for future generations.

Lonnie R. Stephenson

LONNIE R. STEPHENSON
President
IBEW

Paul H. Long

T. DAVID LONG
Chief Executive Officer
NECA



Leadership Development

Edwin
Lopez

Kristin
Causby

Debra
Margraf

Kendra
Dinkins

Kevin
Moran

Joseph
Kaluhiokalani

Paige
Richards

Maurice
Rahming

Stephen
Harvey

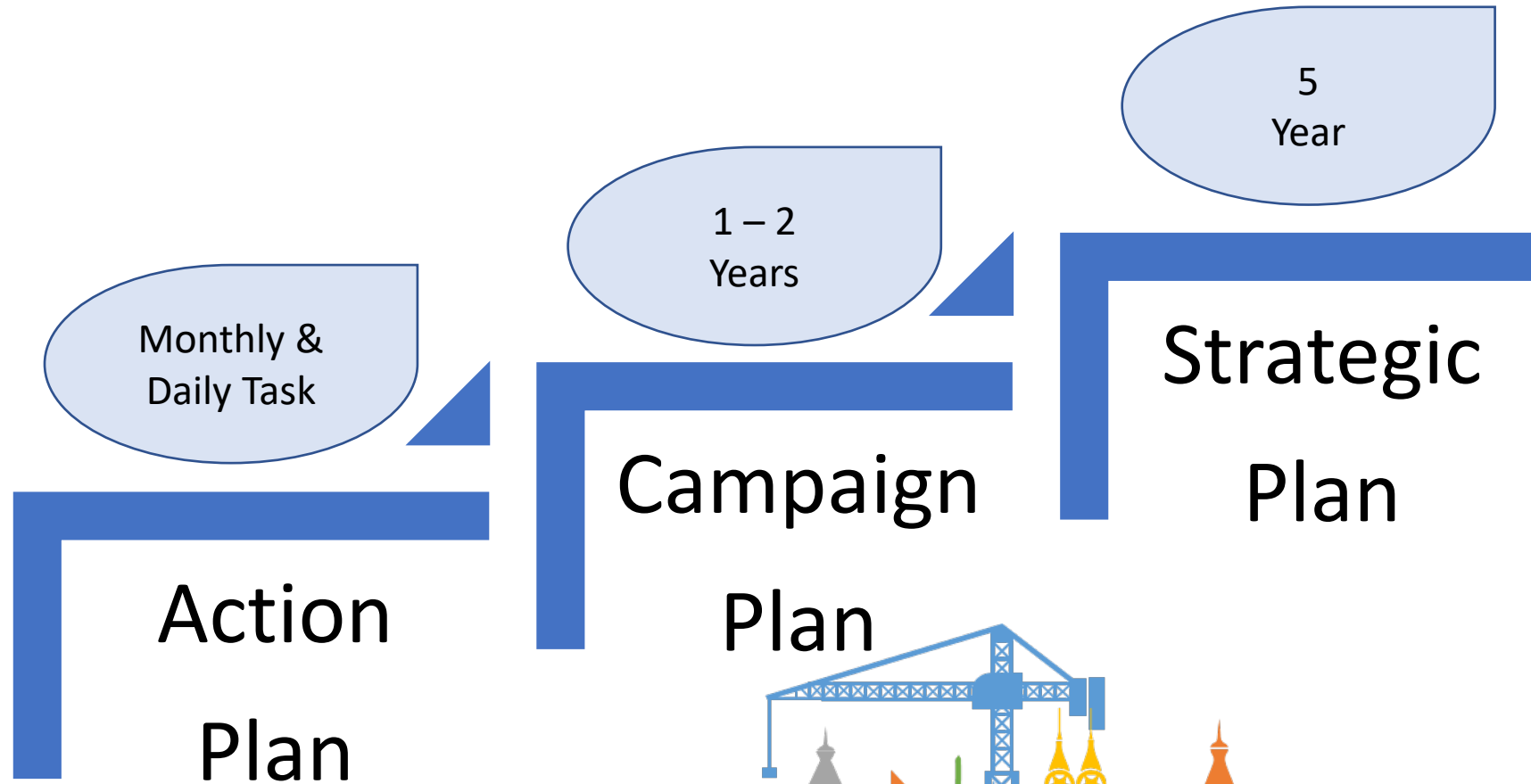
Juanita
Mitchell

Sam
Lacher

Joshua
Wheeler

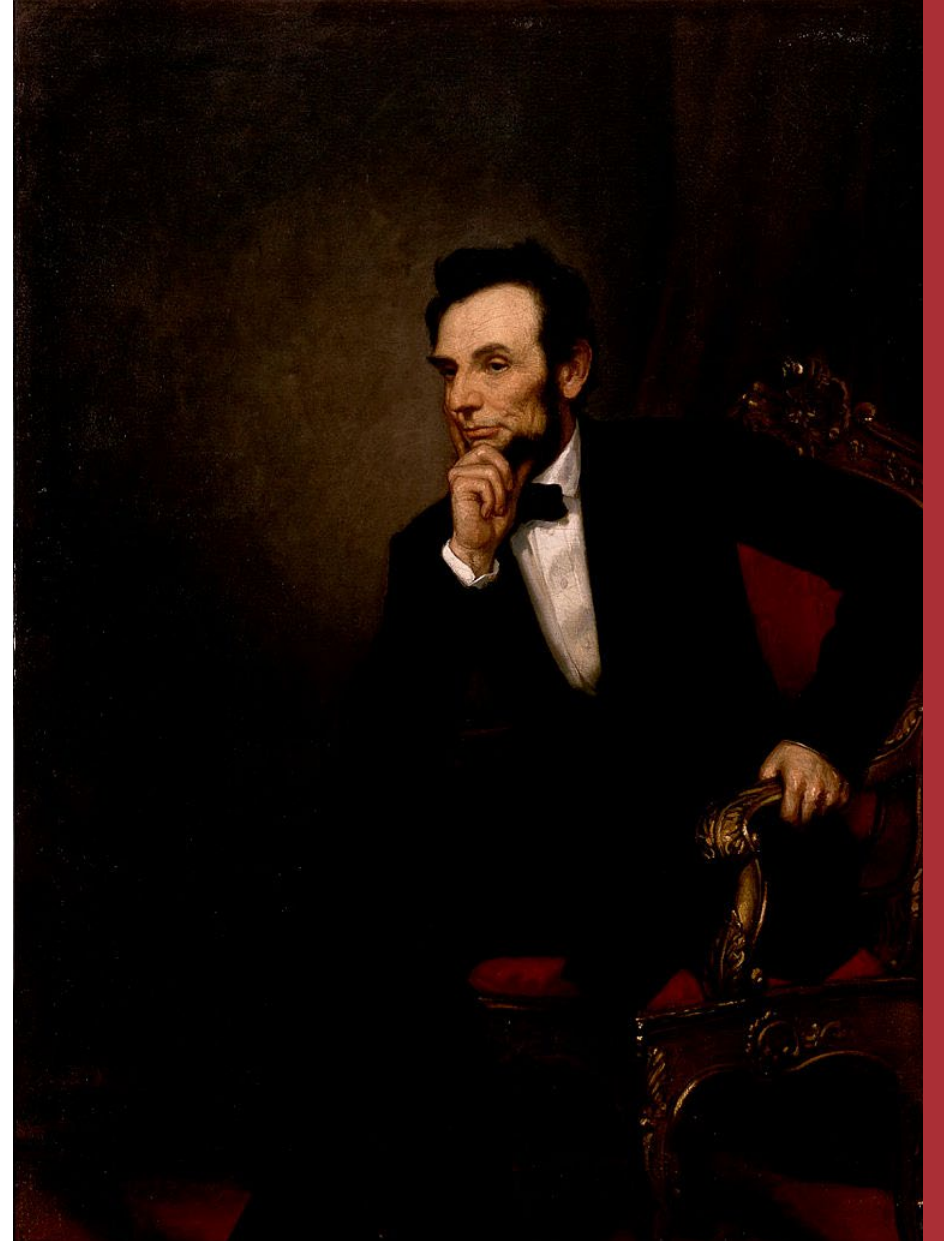


Leadership Development



Leadership Development

Leadership is the art of influencing and directing others in such a way as to obtain their willing obedience, confidence, respect, and cooperation to accomplish the mission.



Abraham Lincoln

LEADERSHIP DEFINED

- **Customer Focused:** Our customers are our members
- **Leadership:** To be the driving force to shape our industry
- **Partnership:** Chapters will collaborate to deliver optimal value for members
- **Accountability:** We measure what we do with a commitment to continuous improvement, transparency, and integrity



Leadership Development

- **Excellence:** The standard by which individual and team performance is measured and rewarded
- **Innovative:** A declaration to be more effective through delivering creative solutions
- **Stewardship:** Invest in our people and industry to leave our world a safer and better place for future generations
- **Community:** To share experiences, ideas and have fun



Leadership Development



CONTRACTORS

LEADERSHIP

Diversity is the mosaic of people who bring a variety of backgrounds, styles, perspectives, values and beliefs as assets to the groups and organizations with which they interact.



Talent Management

Culture refers to the cumulative deposit of knowledge, experience, beliefs, values, attitudes and religion by a group of people *generally without thinking about them.*



Leadership Development

THE CULTURAL ICEBERG



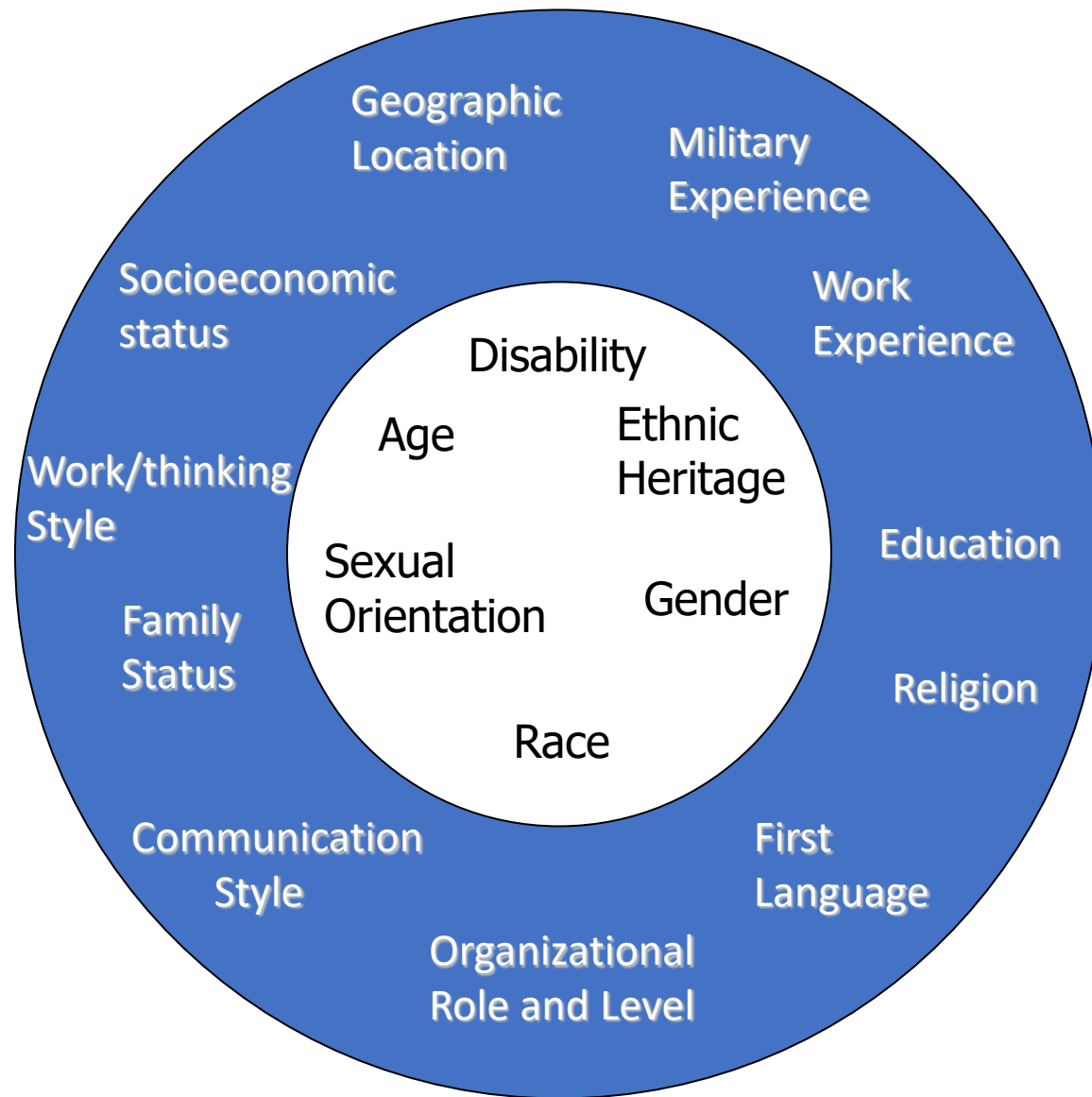
Surface Culture

Shallow Culture

Deep Culture



Leadership Development



CULTURAL DIVERSITY

- The ability to effectively communicate with others is one of the most powerful tools for personal and/or professional success.
- Emotion, communication and conflict are present in all human interactions and affects each of us in different ways.
- Everyone manages emotion, communication and conflict from habit – patterns and styles developed early in life and over time.



- Past Experiences Shape Communication Style
- Communication doesn't just happen; your style is based on your experiences that over time have developed into a pattern of attitudes and actions.
- It is a continuous cycle. Your experiences influence your thoughts. Your thoughts, over time, become your attitudes. These attitudes become the blueprint for new experiences, which develop into patterns of behavior.
- An awareness of your personal style is critical to begin to transform negative attitudes and behaviors into positive ones.



- Sometimes people have a barrier that impedes their listening skills. Awareness of a barrier is the first step in being able to overcome it.
- Barriers to listening include:
 - past experiences that influence our reaction to the speaker or the message
 - worry, fear, anger, grief and depression
 - individual bias and prejudice
 - semantics and language differences
 - noise and verbal "clutter"
 - preoccupation, boredom and shrinking attention spans



Cultural Diversity in the Workplace

- Cultural diversity in the workplace provides strength. It also challenges individuals to respond to their diverse work environment effectively.
- “Valuing” individual and group cultural differences is critical to achieving the organizational goals.



- Multicultural Calendars (cultural information divided by the month, holiday and country)
- Readings
- Lunch & Learns/ Potlucks representing cultures
- Fact sheets
- Other tools that foster dialogue and questions within the organization
- Intentionally invest in multicultural books and materials within your libraries



- Improved understanding of those you work for, with, and around.
- Creates a work environment that allows everyone to reach their full potential.
- Provides multiple perspectives on problem solving.
- Better performance outcomes.
- Increases employee productivity.
- Increased retention rates.
- Boosts employee morale.
- Improved customer relations.
- Reduces complaints and grievances.
- It's the right thing to do!





“When we feel a sense of belonging it is not because we are the same as everyone else, but because we have been accepted as we are.”



CULTURAL DIVERSITY

- Walk the talk. Make your actions consistent with your words.
- Demonstrate a vision and values worth following.
- Co-workers make mistakes. So do you. Admit and learn from them.
- Know your weaknesses so you can build a team to make up for them.
- Never publicly blame anyone except yourself.
- Stay positive and expect it from your people.
- Be open to new ways of doing things. Embrace change- it's inevitable.
- Think before you make a comment.
- Embrace and benefit from diversity.
- Take your work, but not yourself, seriously.
- It's not about degrees, titles or position . What really counts is what legacy you leave behind for future generations.

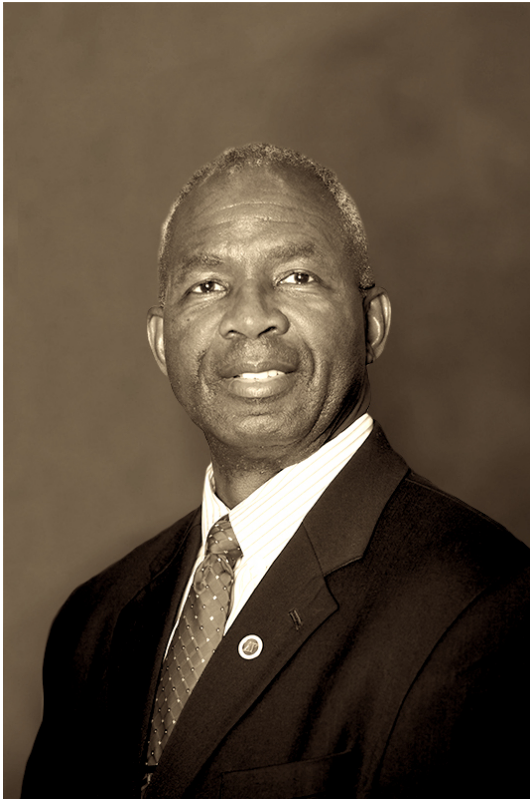


LEADERSHIP: HINDSIGHT 2021

**LOOKING BACK
(MENTOR)**

**LOOKING FORWARD
(MENTEE)**





Ronald Bailey, VP of Industry Development
Email: Ronald.Bailey@necanet.org
Telephone: 703 508 7020

