Leadership Development Questions for Vermont Workers’ Center Committees

The goals of this assessment and planning tool are to provide a framework to:

- Raise awareness about the Vermont Workers’ Center’s leadership development approach as well as the particular committee’s purpose
- Make an accurate assessment of the committee’s past and present situation
- Develop a concrete work plan that includes different divisions of labor or a process for filling key divisions of labor, next steps, timeline (with deadlines for different projects), etc.

The questions have been divided into four sections. Each section ends with a question aimed at coming up with a work plan with concrete action steps based on the preceding conversation and answers to the above questions.

Committees Should Address the Following Questions:

Leadership Development

- What historically has built leadership in this committee?
- What historically has undermined leadership in this committee? What have been the obstacles to the development of leaders in this committee?
- What steps can be taken to overcome these obstacles?
- With respect to the 4 core practices of leadership development, what are the opportunities for strengthening the leadership of the members of this committee via
  - political activity?
  - political education?
  - political responsibility (and support)?
  - political collectivity?
- Plan with concrete actions steps

Committee Purpose, Goals, and Internal Division of Labor

- What are the purpose, expectations and role of this committee?
- What are the strengths of this committee in achieving these expectations and carrying out this role?
- What are the challenges that face this committee in achieving these expectations and carrying out this role?
• What are the stages of development of this committee in achieving these expectations and carrying out this role?
• What are the committee’s goals for the next phase of the campaign?
• What is the work plan and division of labor within this committee?
• What are the different roles (ongoing or temporary) that we need to create and fill?
• What specific training and ongoing support do these different roles need?
• **Plan with concrete actions steps**
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**Orientation, Political Education and Training**
• What do new members of this committee need to know (and be able to do) to contribute to the committee carrying out its role?
• How should we organize their orientation and support?
• What do members of this committee need to know (and be able to do) to contribute to the committee carrying out its role?
• What should political education look like for all members of the committee?
• What should skills training look like for all members of this committee?
• What should community building look like for all members of this committee?
• **Plan with concrete actions steps**
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**Concluding Questions**
• Would a half-day or daylong retreat be useful for this committee?
• What ongoing support does this committee and its members require (mentoring, collectivity, resources/materials, etc.)?
• How does this committee become meaningful, inspiring, attract people to it, sustain people in it and develop people through it?
• **Plan with concrete actions steps**
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