

Staff-sabbatical working relationships

Mike Williamson
Development Manager

What is the role of staff in a students' association?

Battlestar Galactica

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- The challenge happened in private. Not in front of the people that she is lobbying (ie the college), nor in front of the people who were lobbying her (ie students).
- The challenge was respectful, it added information, and helped the elected officer to make the decision. It was not simply “you are wrong.” It followed the ABCD of Effective Feedback.
- Once the decision is made, the chief of staff supports it.

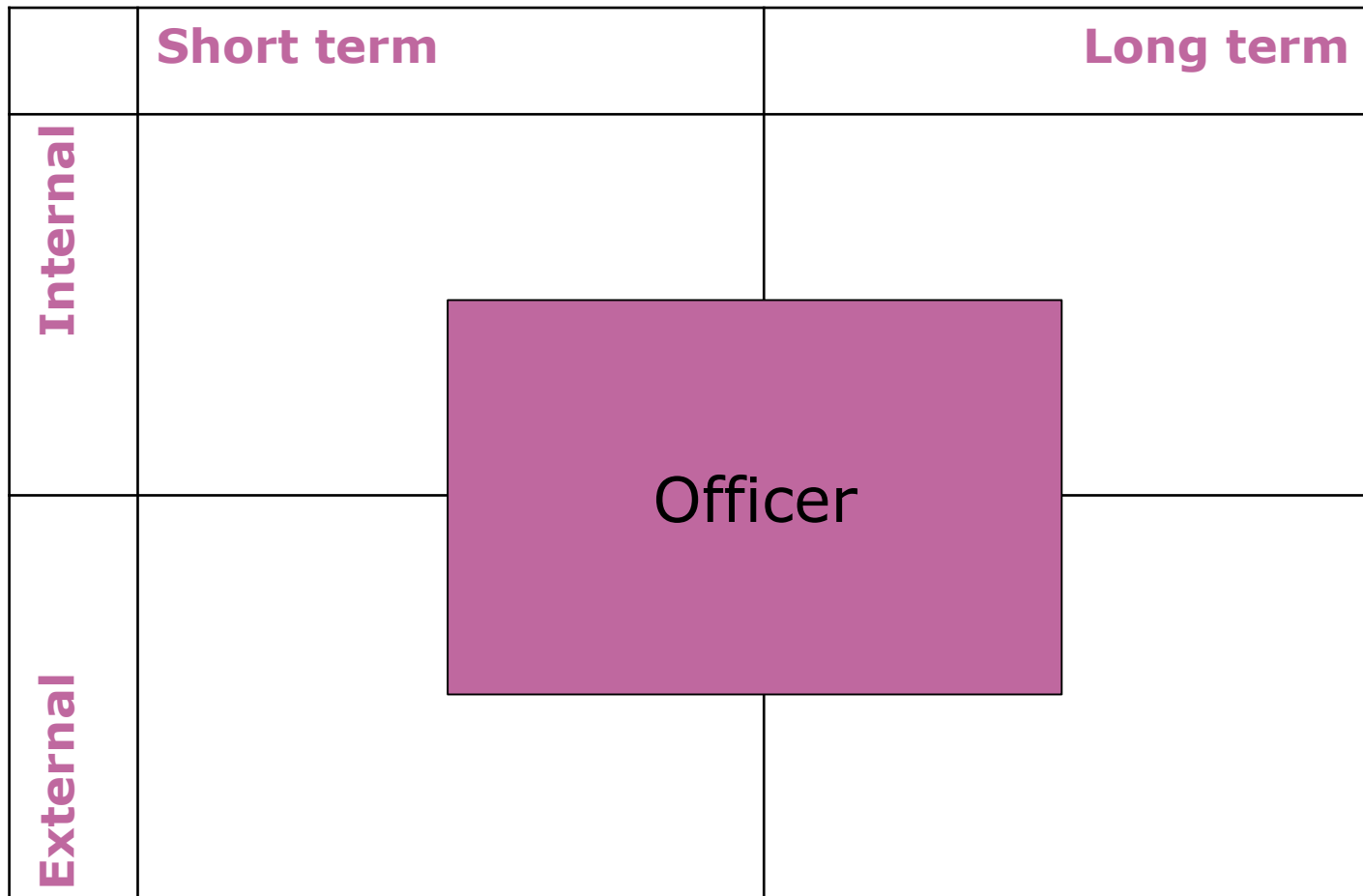
ABCD of Effective Feedback

From sparqs Class Rep Training:

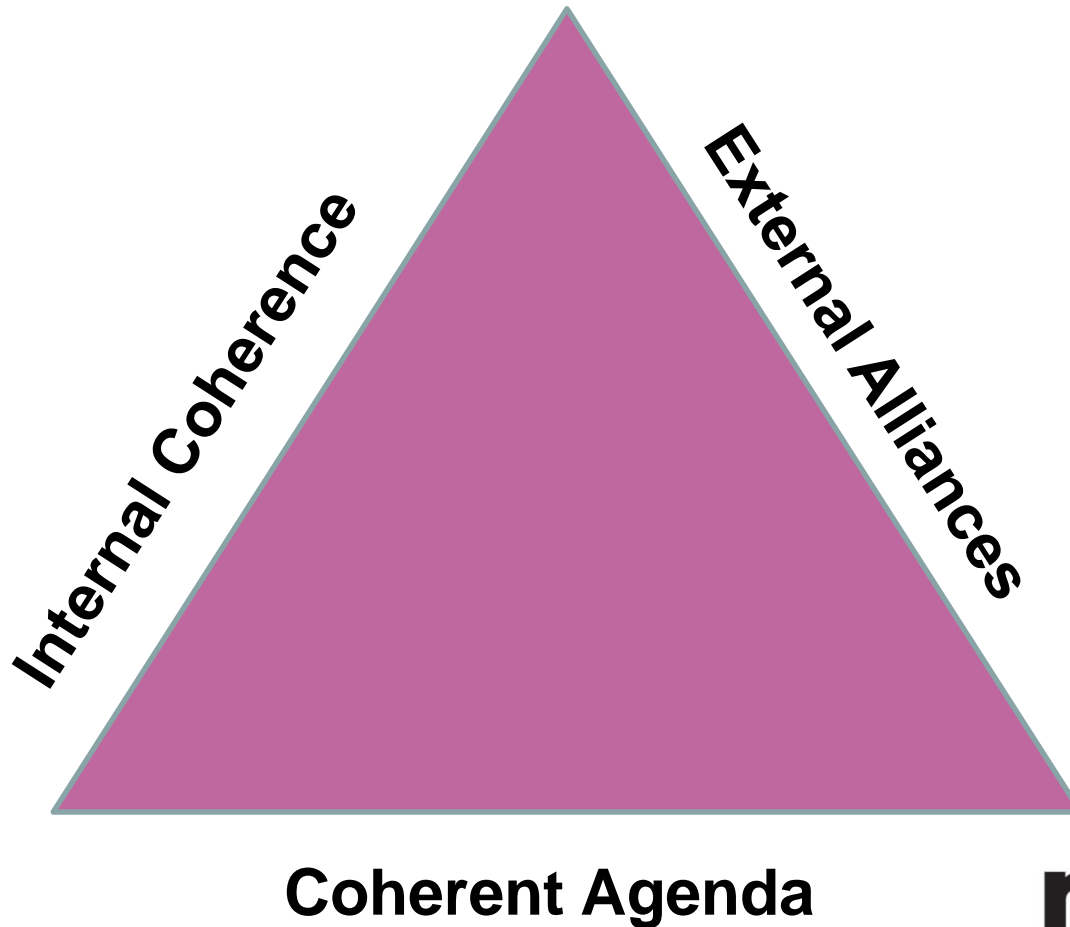
Effective feedback is:

- **A**ccurate
- **B**alanced
- **C**onstructive
- **D**epersonalised

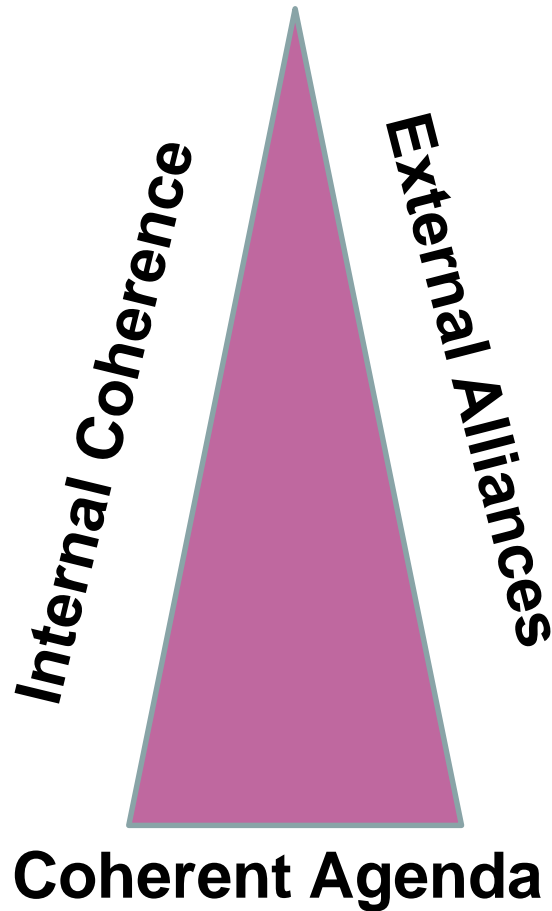
Aspects of students' association work



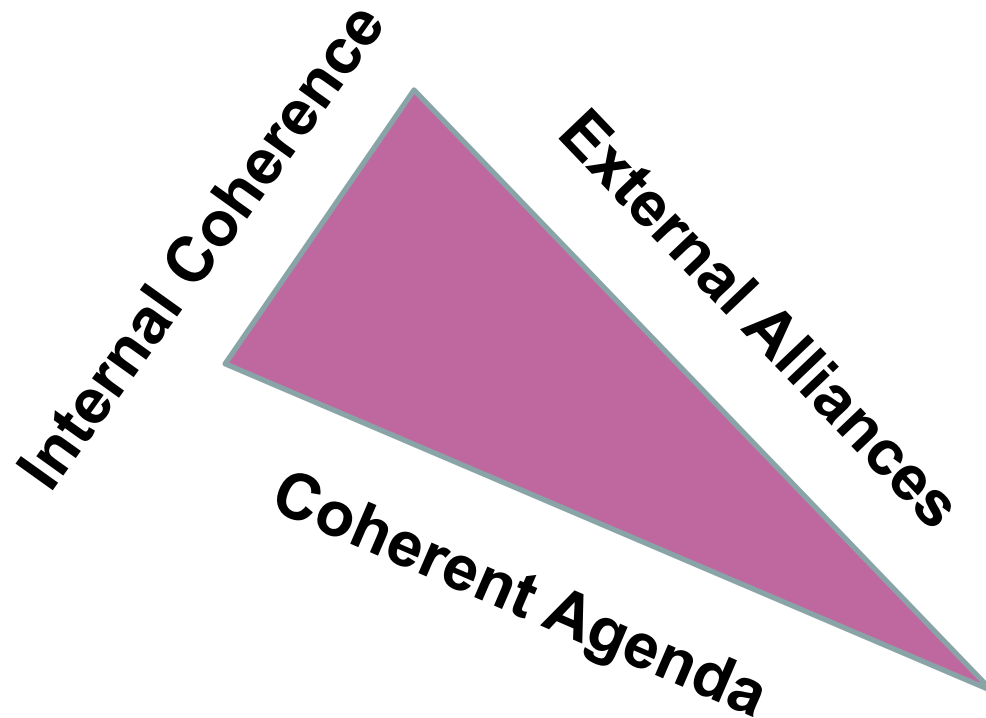
Triangle of strength



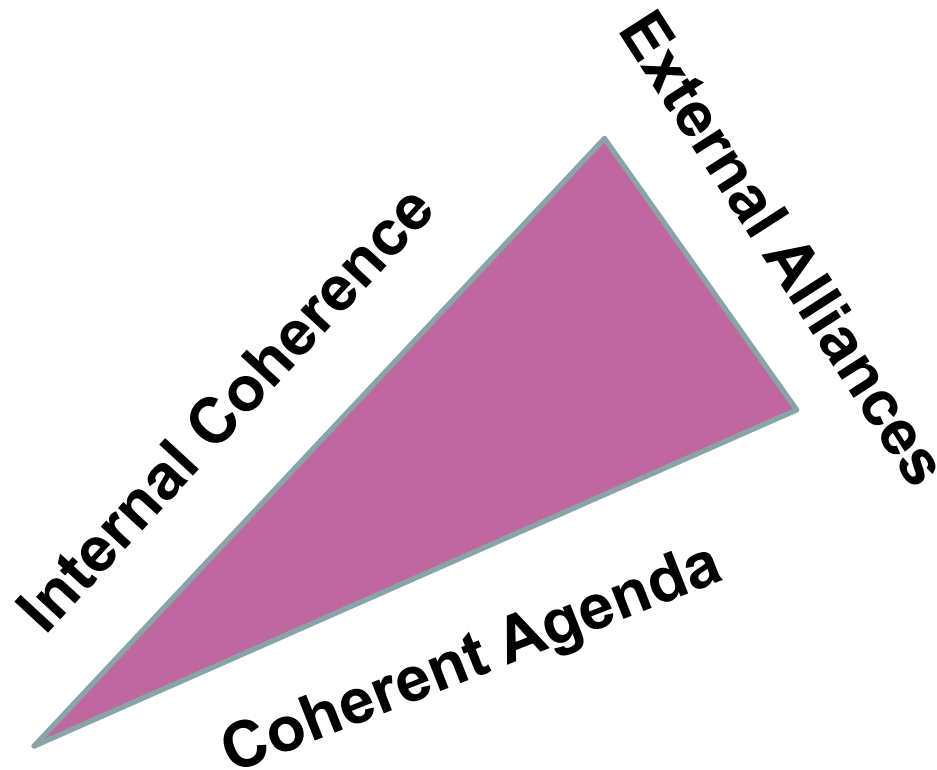
Triangle of strength



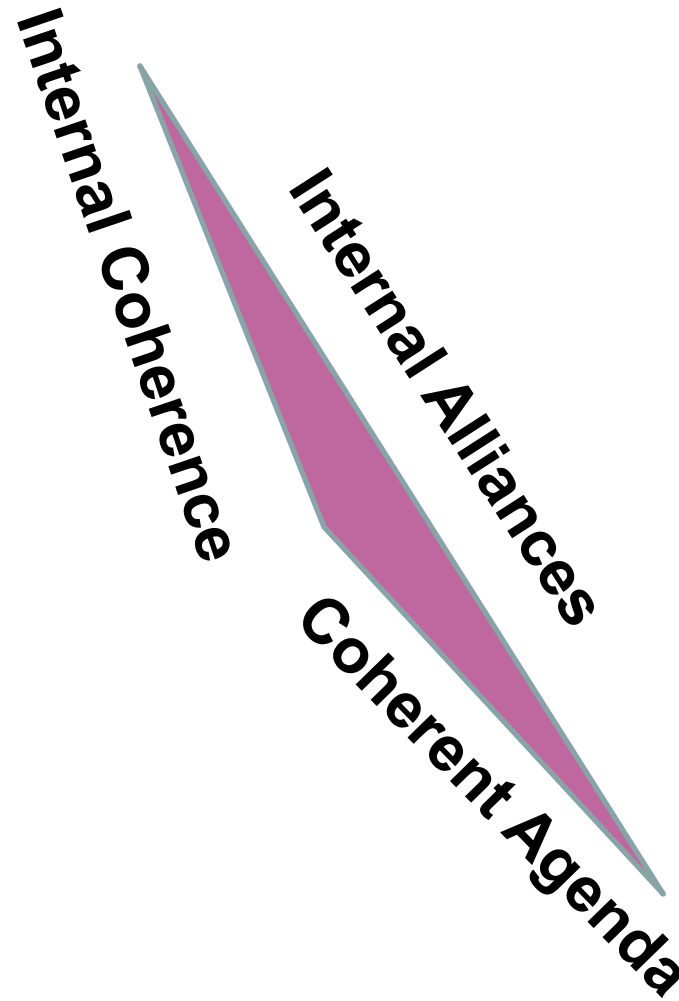
Triangle of strength



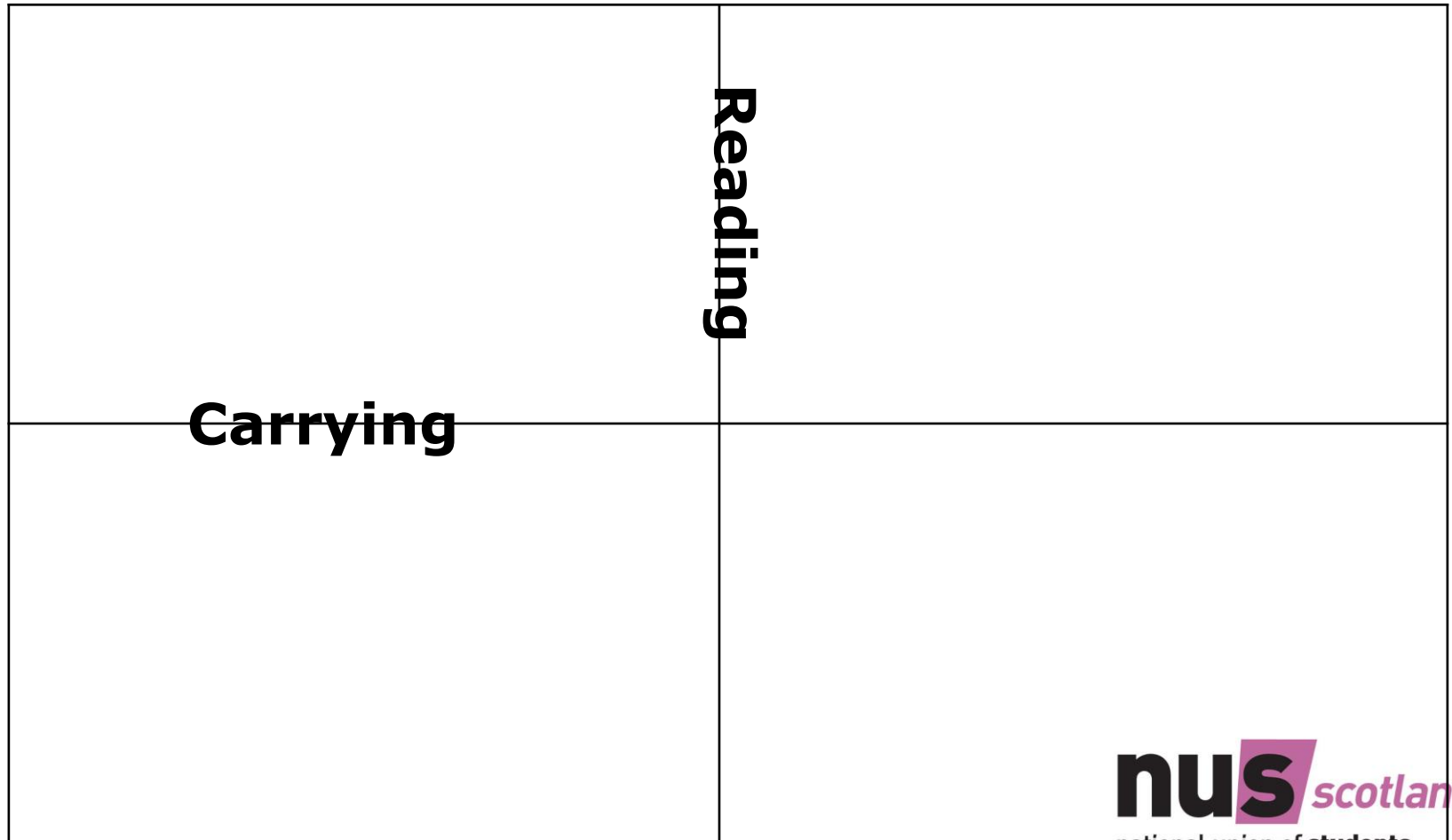
Triangle of strength



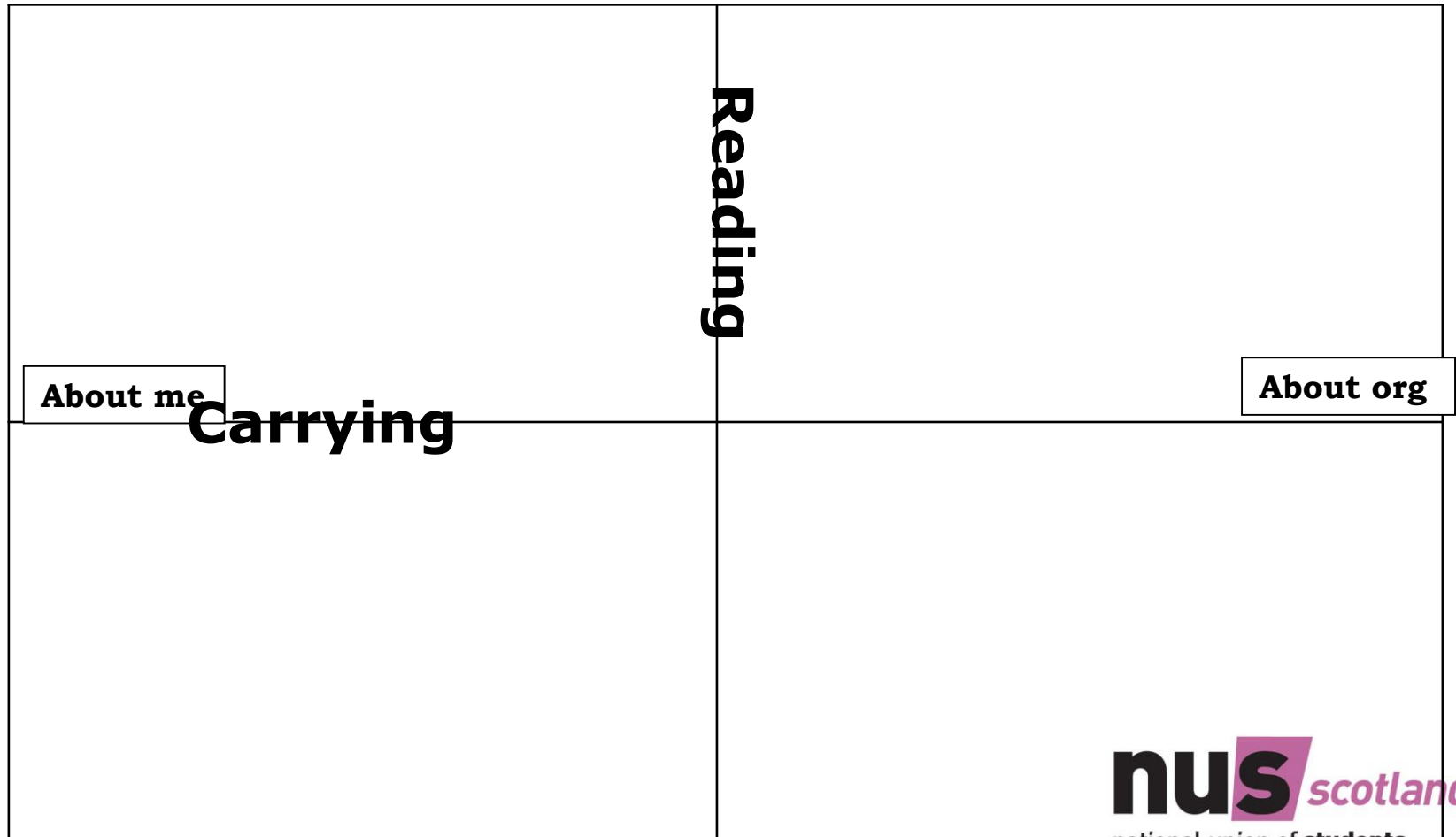
Triangle of strength



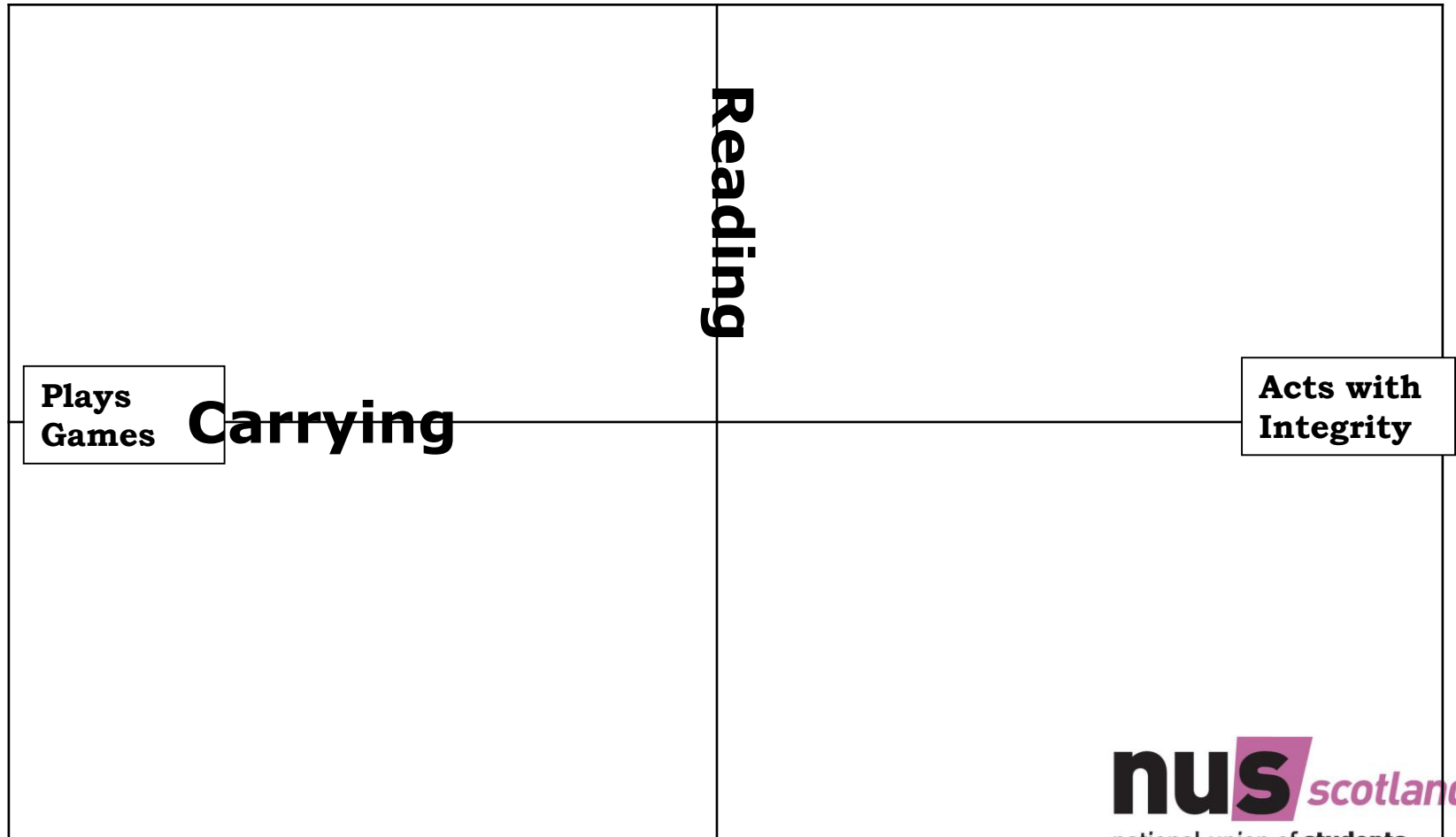
Four styles of Political Behaviour



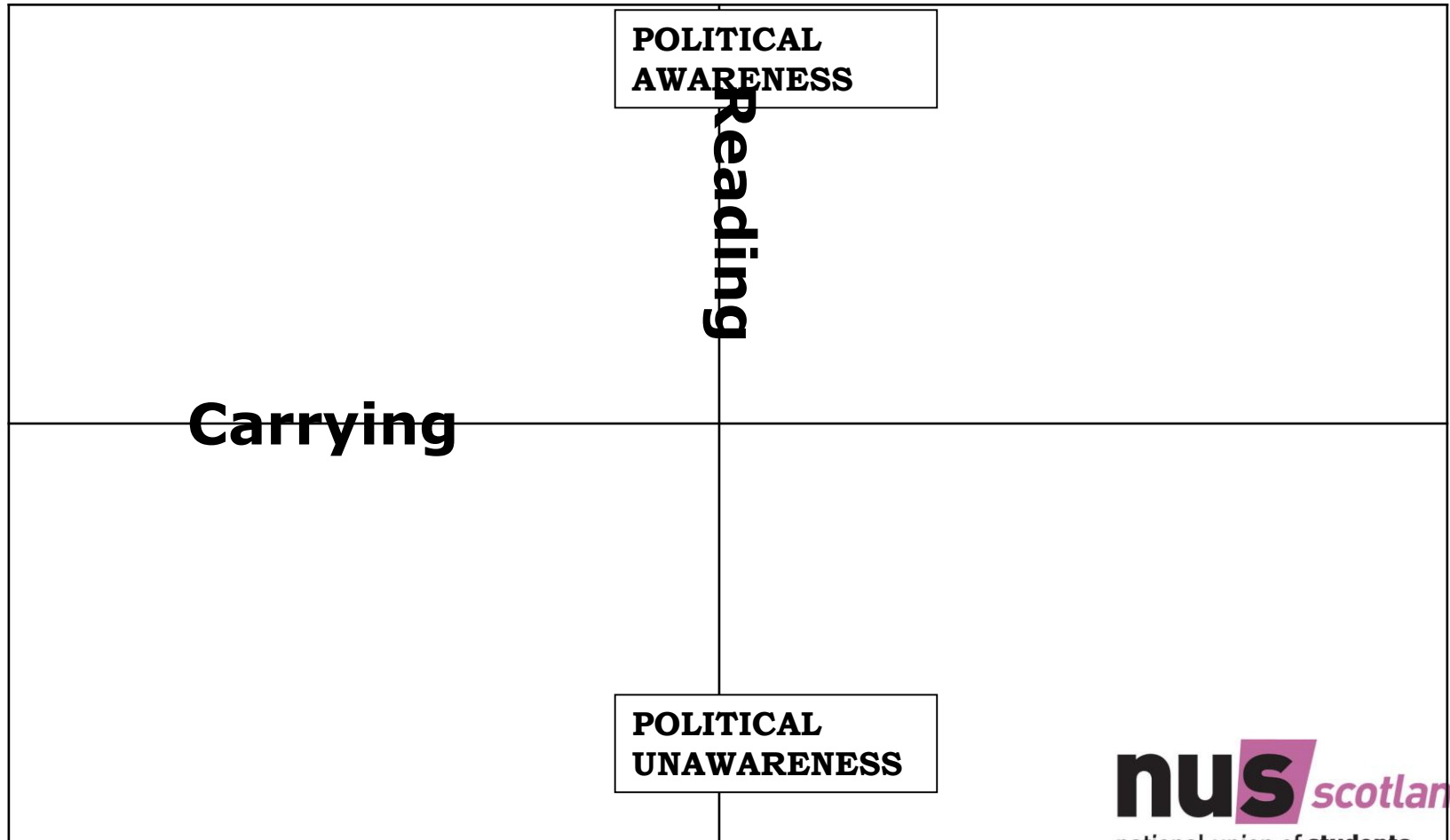
Four styles of Political Behaviour



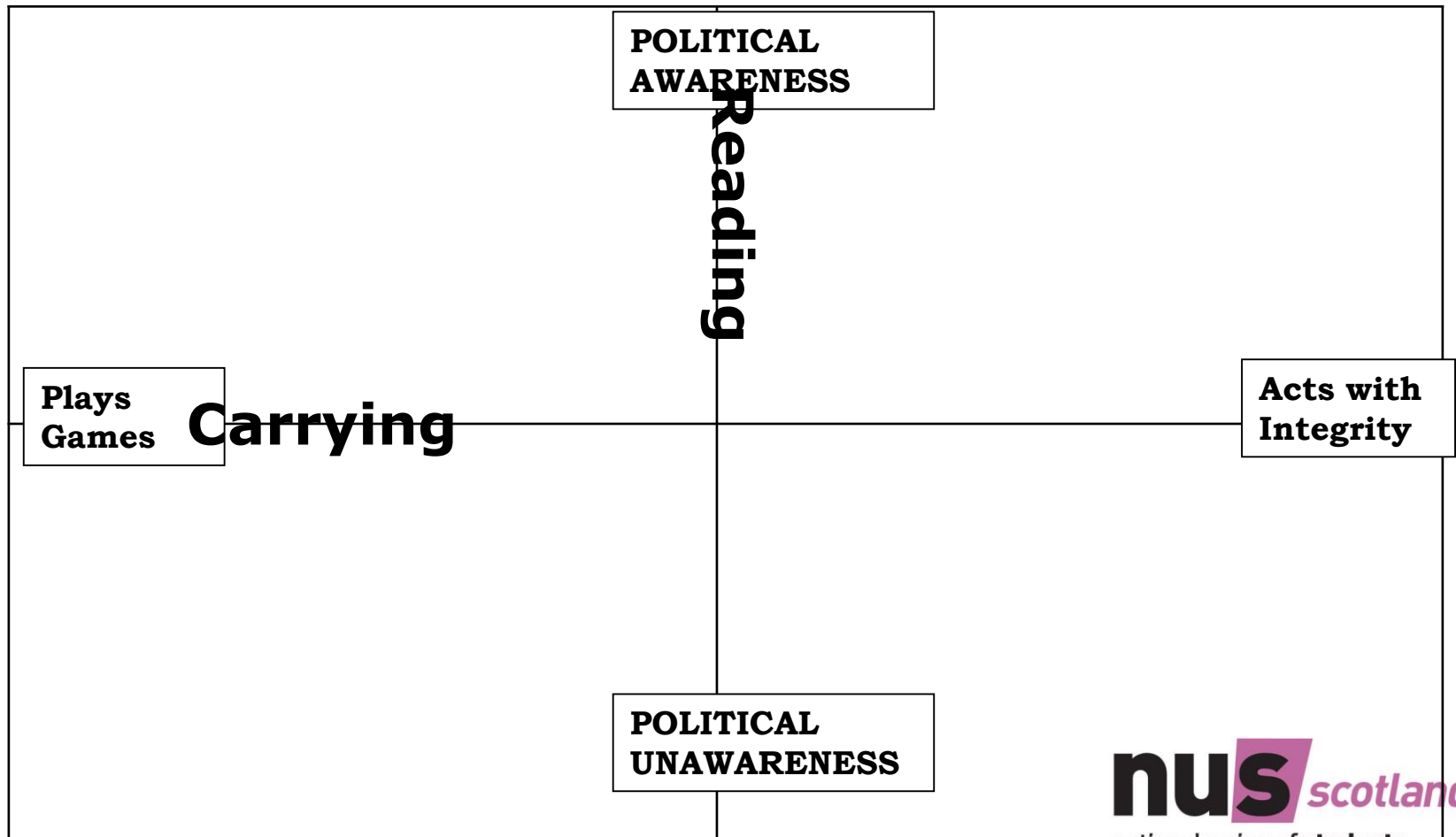
Four styles of Political Behaviour



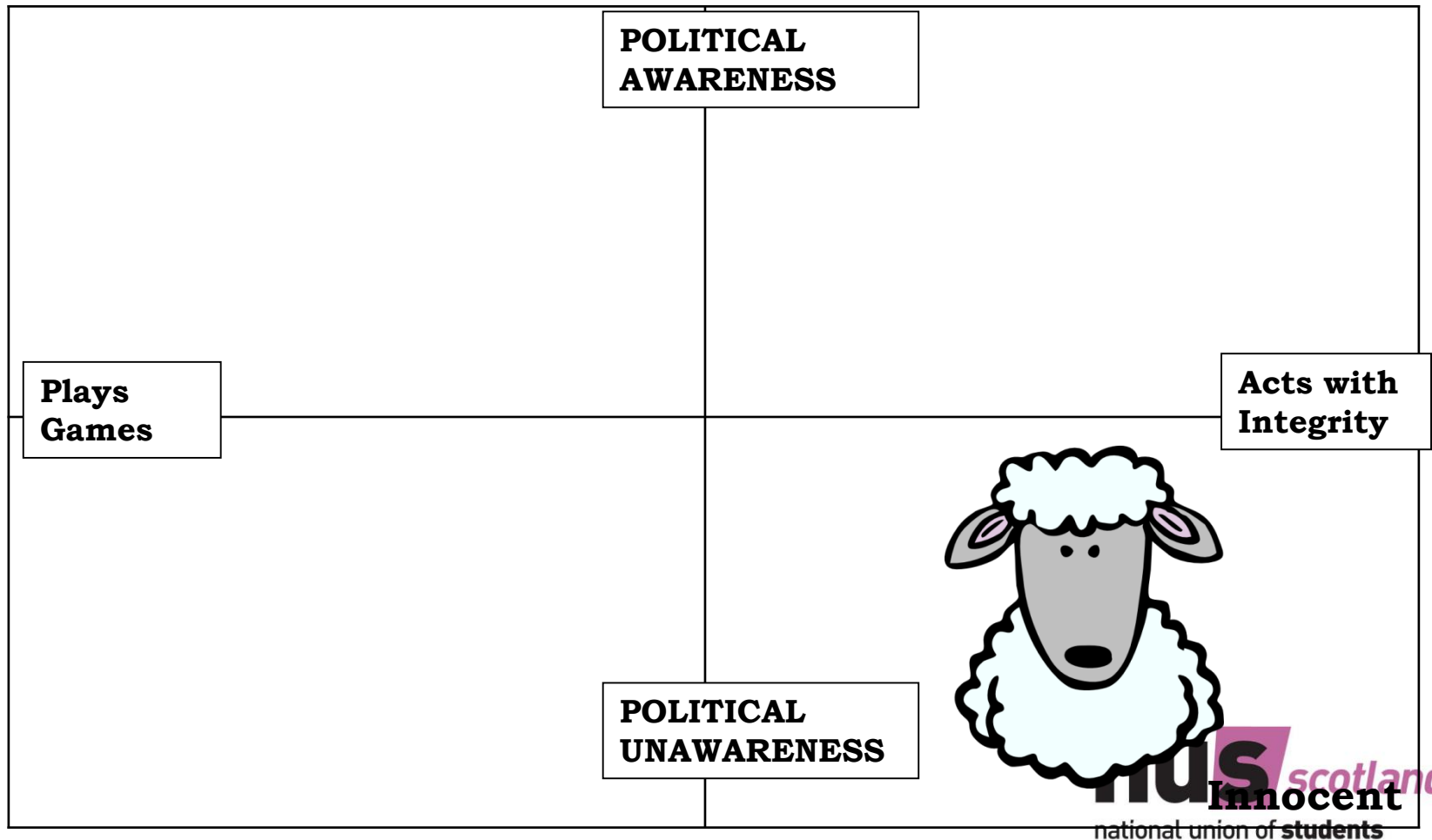
Four styles of Political Behaviour



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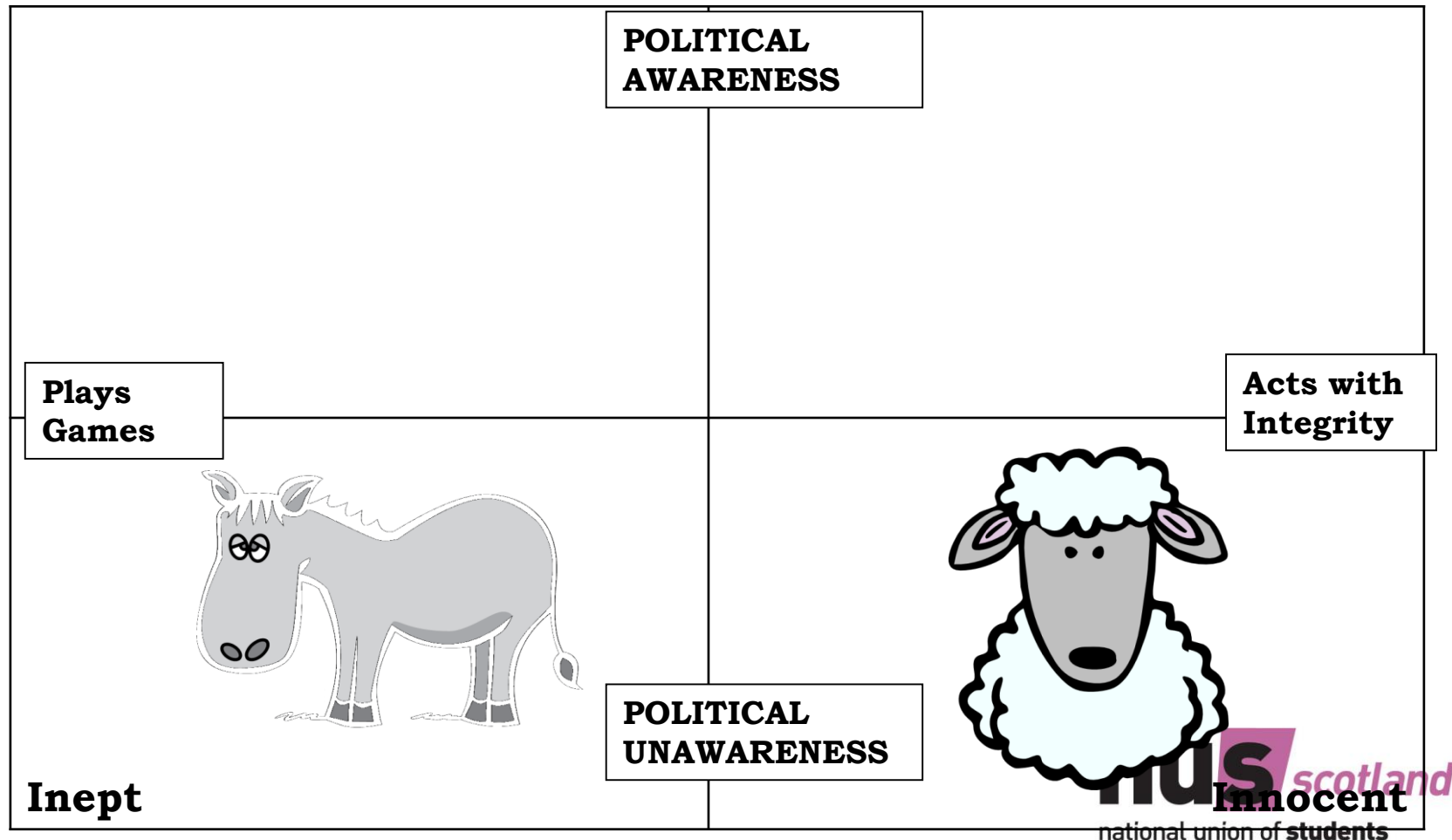


Sheep/Innocent



- Principled, ethical
- Tends to rely on authority
- Doesn't appreciate political purpose
- Doesn't network, doesn't know how to get support
- Listens but does not hear
- Sticks to ethical, organisational and professional rules
- Understand contents but not process of procedures
- Exaggerated respect for rationality
- Literal
- Believes in expert and position power
- Sees authority and power as congruent
- Believes you are powerful if you are right
- Believes flavours of the month were here to stay
- Wouldn't know a double message if hit between the eyes by it
- Sense of loyalty
- Capacity for friendship
- Open, shares information
- Sees things as "either-or"

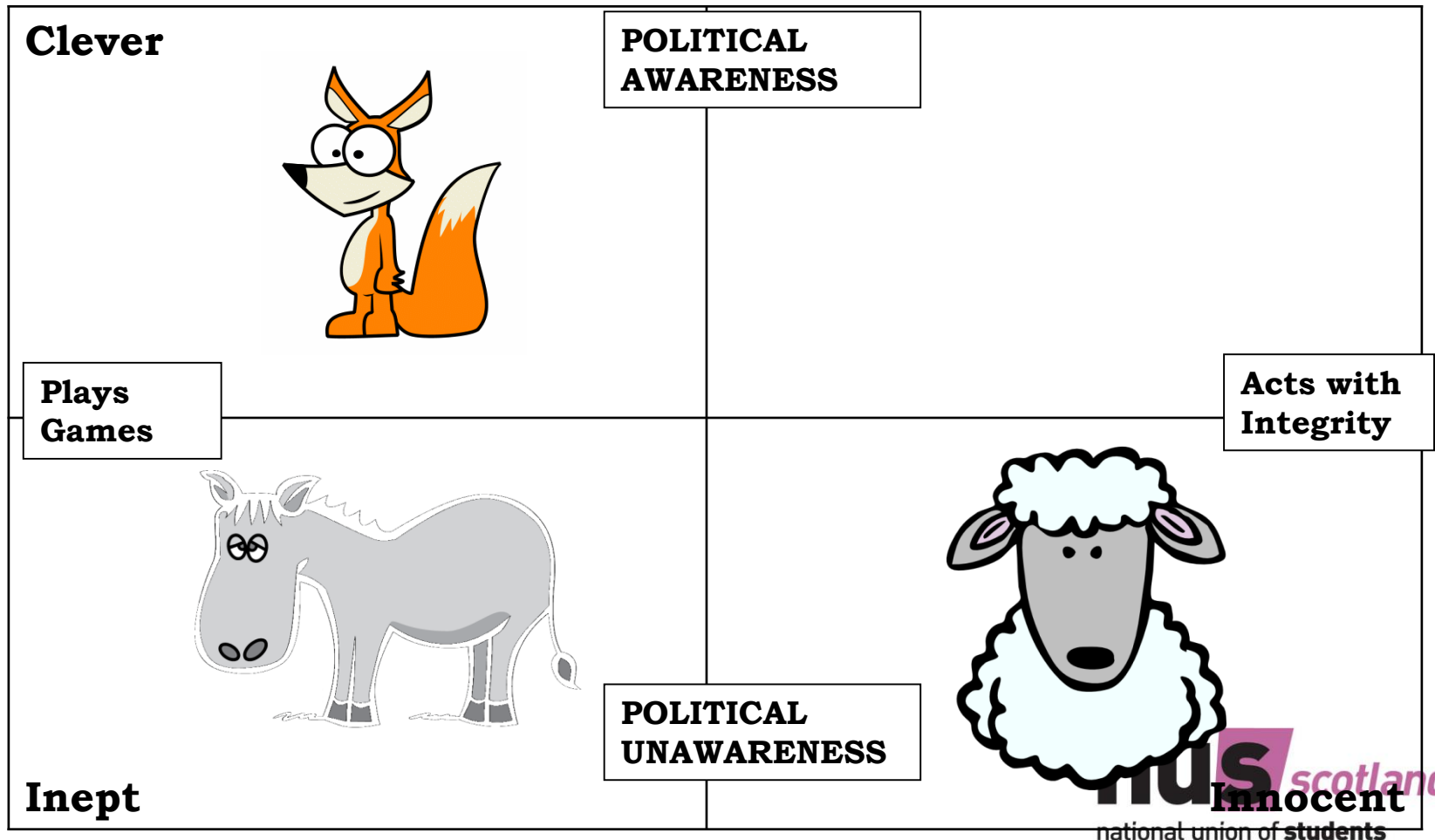
Four styles of Political Behaviour



Donkey/Inept

- Not skilled interpersonally
- Unprincipled
- Hates to be ignored, likes to associate with authority
- Inner-goal orientated
- Doesn't recognise 'direction', doesn't appreciate political purpose
- Plays psychological games but doesn't read those of others
- Emotionally illiterate
- Concerned with own feelings rather than others'
- Predisposed to projection, attribution and paranoia
- Makes judgements/decisions based on feelings rather than knowledge of the bureaucracy or organisational procedures
- Not ethical
- Interpersonally inept at making alliances/coalitions
- Tends to say "Shall we take a vote?" in the wrong setting
- Doesn't listen to others
- Tries hard to be nice but doesn't know how
- Sees things as 'either-or'
- Not tuned in to grapevine, blocked antennae
- Given to clichés: 'You know me', 'with all due respect'

Four styles of Political Behaviour



Fox/Clever

- Interested in power and in associating with the locus of
- Unprincipled, inner-goal oriented; not ethical
- Wants to be seen as powerful
- Thinks before speaking aggressive but well masked, ch
- Can simulate feelings, plans, actions
- Doesn't display feelings spontaneously
- Asks 'what information do I have?' 'What information do
- Checks gossip/rumour, is aware of others' viewpoints
- Uses coalition, knows how the formal processes work
- Basically insecure, but well defended
- Always leaves jobs before mistakes are discovered
- Manipulates situations so as to appear never to make mistakes
- Can make procedures work for them, hustler, wide boy, card sharp
- Knows how the formal and informal organisation works
- Gets support, good at ingratiating, bargains, manipulates
- Likes games involving winners and losers
- Can recognise and exploit key weaknesses in allies and opponents



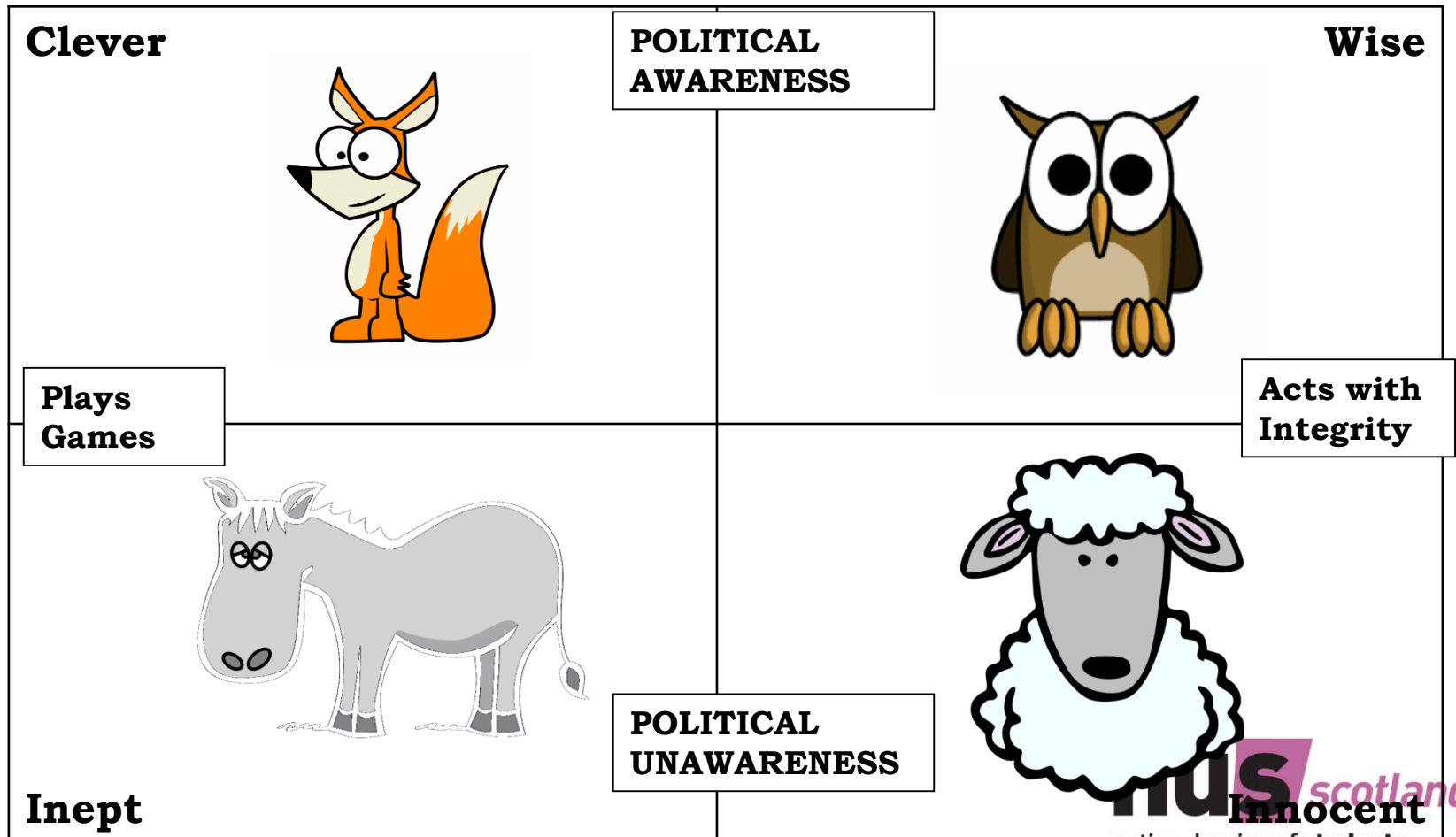
Clever



Says things like:

- “Leave it to me. I’ll have a word with him, he’s terribly out of touch”
- “I think it would be unwise for me to take this one, it’s very delicate, how about you – you know how good you are?”
- “I have discussed this very thoroughly already and we’re united in this” (actually rubbish)
- “I share some of her/his feelings on this matter even if not quite so passionately”

Four styles of Political Behaviour



Wise/Owl

- Aware of purpose
- Interested in direction in association with power and purpose
- Can cope with being disliked, good interpersonal skills
- Tactful, emotionally literate, plans actions, checks gossip/rumour
- Excellent listener, is aware of others' viewpoints
- Takes account of other people personally
- Uses coalition, knows how the formal processes work
- Non-defensive, learns from mistakes, reflects on events
- Can make procedures work for them
- Sense of loyalty
- Capacity for friendship
- Knows the formal and informal organisation
- Open, shares information
- In tune with the grapevine
- Recognises who knows, who cares, who can
- Gets support
- Negotiates/co-operates