

Notes for trainers:

In the first thirty minutes of the session, the trainer should begin by explaining the importance of one-on-one organising conversations. Please emphasise that both seasoned union organisers and trade union researchers agree that in-person contact, and ***one-on-one conversations in particular, are far more effective than more distant forms of communication***, such as emails and text messages. Explain that almost ***everyone feels a bit uncomfortable or awkward at first approaching colleagues to have these conversations*** but that with a little bit of practice, it will soon feel quite easy and normal. The purpose of the session today is to give everyone the opportunity to practice together in order to feel more confident doing this. If you stumble or feel a bit silly doing this, all the better to learn from!

Next, go over the guidance sheet, entitled ***Tips On How To Have Good One-on-One Conversations with Members and Non-Members about Joining a Marking and Assessment Boycott*** and give participants an opportunity to reflect and ask question. Note: ***please emphasise that the single most important step is “the ask”***. For the more abstract “tips” on the second page, ***please provide concrete examples from your own experience*** to illustrate what these tips means/why they are important, and/or ***solicit examples from participants to get them to reflect for themselves on what works and what doesn’t***. Signpost participants to the FAQ’s but emphasise that they don’t need to have all the answers to hand and don’t need to be legal experts to be good organisers – the important thing is to get back to their co-worker with the correct information (if they can’t find it in the FAQ, they can ask the branch).

In the remaining hour of the session, participants will have the opportunity to practice with and debrief the organising scenarios. Training participants should be divided into groups of 3-4. Each member will act out 1 scenario as the recruiter, 1 scenario as the recruitee, and will be an observer in the other scenarios. After each role play, the participants should debrief with one another to say what went well, what didn’t go well and what they would do differently next time – observers should be encouraged to take notes as they are observing the interactions. Participants will then debrief as a group, with the observer providing feedback first. Ask participants to look over the second page of the guidance sheet if they are having trouble pinpointing what went well and what didn’t go well.

At the end of the session, participants should come back to the group as a whole and do a debrief together. What did you learn? What surprised you? What advice would you give someone doing this for the first time? ***Give participants the opportunity to raise any additional difficult questions that they have received or expect to receive from non-members.*** Give the group the opportunity to then respond with suggestions on how to address the question(s) raised in the session.

Be sure to follow up by email with materials covered in the training and to offer to answer any questions/concerns that arise from doing one-on-ones.