

New leaders graduate; Academy founder retires

Retired NALC Executive Vice President Jim Williams, who founded the NALC Leadership Academy under the direction of then-NALC President William Young in 2005, performed his last official act on Dec. 11, overseeing the graduation of the 28 members of Class 20. For the last 10 years, the Leadership Academy has provided students with the tools and information necessary to assist their local leaders in fulfilling the goals of the branches.

Williams presided over the graduation ceremony at the Maritime Center in Linthicum Heights, MD, a few miles south of Baltimore.

He called on those graduating to follow their heads and their hearts as they go forward.

“I think a lot of people confuse head and heart,” he said. “They confuse the thirst for knowledge as the end-all. There’s nothing wrong with knowledge, but if you don’t

combine knowledge with passion, heart and caring, then it is cold and calculating and doesn’t mean a whole lot, at least not to me.

“I hope you will take this message of head and heart to every level of the organization that you go to. How many people can you invest in? And how can you do it in such a way that the organization grows?”

Williams told the graduates that as long as they combined knowledge with passion, it doesn’t matter where they get to in their careers: “You might not get everything you want. You may not become the next president of the NALC. You may spend the rest of your career at the branch level. But you know what? That’s a success if you take that opportunity and pour yourself into other people.”

He said he believes that is one of his greatest accomplishments.

“Someone asked me a couple of years ago, what do I consider

Retired Executive Vice President Jim Williams offers his parting advice to the graduates.



Leadership skills, union history highlight first round of learning

The first participants in NALC's new national Leadership Academy went back to their local branches after one week of intensive training with their arms full of challenging "homework" that has to be done by the end of this month.

The 30 members of the Class of 2005—selected by President Bill Young from among more than 300 applicants—hit the ground running in their inaugural morning-to-evening sessions, conducted July 25-29 at the National Labor College in suburban Washington. They will stay busy for several months, since the Academy training process requires them to complete a project back home and to return for two more

weeks in the classroom, one in October and another in December.

Conceived by President Young, the Leadership Academy is intended to nurture a new generation of union leaders. The strategy is to offer training to interested local union activists, who must be sponsored by a local mentor—their branch president or, in some cases, a national business agent. The mentors are personally committed to support the trainees and help them with their projects.

President Young gave Executive Vice President Jim Williams responsibility for developing the Academy curriculum. Williams, with the help of Director of Education Ralph Goldstein, spent months nailing down the details, and they also worked with the instructors, national resident officers—who led most sessions—and staff members, to develop detailed teaching outlines.

The results included a first-week curriculum rich in union history and leadership skill-building. Topics included:

Union values and goals. Participants identified and discussed the values unions promote and the practical results they seek, and how union leaders guide organizations toward those goals.

Changing roles of NALC leaders. Assistant Secretary-Treasurer James Korolowicz and Director of Health Benefits Tom Young led a session examining the evolution of leadership roles. For example, NBAs continue to expand their focus beyond grievances and arbitration to take on new duties such as political action lobbying and interventions.

Labor history. Students examined the roots of American unionism, focusing on two central events, the 1892 Homestead steel strike and the Matewan coal organizing campaign in 1920-21.

Union structure, operations and democracy. This session, led by Vice President Gary Mullins and Health

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Above: NALC President Bill Young (c) recounts NALC's history of collective bargaining with assistance of Chief of Staff Jim Sauber (l) and Associate Counselor Keith Secular.



Above: Director of City Delivery Fred Rotundo talks with Charles Kent while Kevin Card finishes his notes.

Bottom: Executive Vice President Jim Williams (l) facilitates discussion with (clockwise from bottom) Joseph Henschel, Stafford Price, Jennifer Montgomery, Card, Kenneth Groves and "Sonny" Guadalupe.



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Above: Coverage of the first Leadership Academy class was in the September 2005 *Postal Record*.

Below: Linda Boroughs of Dallas, TX Branch 132 receives her completion certificate.



the greatest success of the Leadership Academy?" he recalled. "They expected me to say the graduates at Headquarters and who became national business agents and regional administrative assistants. I don't consider that the greatest success of the Leadership Academy. The greatest success I see is people plugging away, every day, at unpaid positions, at the branch level, and they're doing it because they've combined head and heart."

Williams challenged Class 20 to follow that lead.

"The challenge is before you, on your honor," he said. "The honor system is following through on your commitments even when no one else is watching. If you do what we ask you to do and honor it, this organization is going to go on for another 130 years."

And then he said his goodbye: "I leave the organization and the Leadership Academy in great hands, in the hands of people who share my vision."

The commencement event capped several months of intensive training on the skills necessary for union members to become effective leaders. Under the tutelage of their mentors—established NALC leaders such as branch presidents or national business agents—the students combined three separate weeks of classroom learning at the Maritime Center with take-home assignments and special projects.

The 28 participants now add their names to an ever-lengthening list of graduates of the Academy. Williams and former NALC Assistant Secretary-Treasurer Jim Korolowicz coordinated a well-rounded and

effective curriculum with the full-time assistance of Director of Education Jamie Lumm and Director of the Information Center Nancy Dysart. For each class, they tap a number of NALC officers and Headquarters

staff members and experts to teach classes on a wide variety of topics.

Korolowicz intends to continue on with the Academy as it breaks in new coordinators, and the next class is planned to kick off in the summer. Look for the attendees to be announced in a future *Postal Record*.

During their classes, students took part in often lively discussions on such subjects as the National Agreement and the union's legislative agenda to save America's Postal Service. They also learned more about the Dispute Resolution Process, strategic planning, branch financial responsibilities, retirement issues, DOIS and route protection, workers' compensation, effective negotiation techniques, getting the NALC's message out and dealing with the media.

Each week of the Academy also included an ongoing emphasis on effective written and oral communication skills in such forums as membership meetings, awards ceremonies and dinners, as well as written reports and oral presentations about their take-home projects. **PR**