

Trained leaders in place

The PSA and its members, recently had democratic elections for the positions of Shop Stewards and Chairpersons of members structures. It is always in the best interest of the organisation to ensure that elected leaders receive adequate training to be able to perform at the required level in their positions.

The PSA has organised training and leadership development sessions for all Chairpersons across the Country. The initiative started with representatives from Mpumalanga, Limpopo, North West, Free State and Northern Cape on 26 July 2016. This was followed by KwaZulu-Natal, Eastern Cape, Western Cape and lastly Gauteng.

"It is important to make sure that the elected representatives are aware of the skills and qualities they need to possess to be able to carry their duties as leaders", says Adli Jacobs, the training facilitator.

"Every leader in an organisation, especially in the trade union dynamics, needs to have power, authority and influence. Competencies are required that will enable them to be that kind of leader. This is why we have decided to do things a little bit different with our training this year," said Tahir Maepa, PSA Assistant General Manager: Members' Affairs.

Key competencies required in a leader include skills related to verbal and non-verbal communication, listening, negotiating, problem solving, decision-making and assertiveness.

The workshops included issues such as understanding the *PSA Statute* through interpretation and application, organisational values and upholding these in everyday interaction with members. PSA representatives need to be aware that these rules and regulations are put together as guidance of how the organisation should operate. When amendments are made on these rules, PSA representatives must be able to understand the implications this will have on members.

"I have managed to attend all workshops and I'm pleased to say that the Chairpersons are really appreciative of the value this training will add to their positions. One of the things the PSA is well-known for in the trade union fraternity is professionalism. These workshops ensure that PSA representatives will be able to maintain that aspect of the organisation and furthermore share the skills obtained with fellow shop stewards," said Tahir.

