**LAGOS JULY, 2023.**

**INTRODUCTION**

Trade unions have become key components of most modern societies. Be such societies democratic or totalitarian, advanced capitalist or backward post-colonial.

There are however some universal threads which define trades unions as a particular form of social organization and trade unionism as a particular form of working class.

I must point out categorically here that this is not an academic paper. Its aim is to deepen the awareness and consciousness of fresh workplace representatives on basic trade union issues, so that they are better equipped to provide leadership to workers, at the units’ level.

Constitution of Nigeria provides freedom to join and form unions. Every person is entitled to assemble freely and form association with political party, trade union or any other association for the protection of their rights. Exception includes; workers of armed forces, police, customs, immigration and other Para-military carrying arms.

Labour law states that the contract of employment must not make it a condition of employment to join or not to join the trade union. An employer must not terminate any worker due to his/her association with the trade union and the activities of the union.

**DEFINITION OF TRADE UNION**

Trade unionis an combination of workers or employers, whether temporary or permanent, the purpose of which is to regulate the terms and conditions of employment of workers. Trade unions may not operate without being registered with the office of the registrar of trade unions provided that the application is supported by at least fifty members of the union. Trade union may not be registered if a properly functional union is already operating in the organization. The mandatory rule is that no member of the union may take part in strikes unless a majority of members have voted in favour of the strike in a secret ballot.

*SOURCE:*

*Section 40 of the constitution of the Federal Republic of Nigeria 1999, section 9(6) of the labour Act (caphi LFN 2004); Trade union act (cap. Ti4 2004)*

**SKILLS FOR EFFECTIVE LEADERSHIP OF TRADE UNION**

To be effective, union leadership and management must work together and complement each other’s effort.

KEY ELEMENTS OF EFFECTIVE UNION LEADERSHIP AND MANGEMENT INCLUDES;

* Develop a clear vision and mission for the union.
* Build a culture of collaboration and trust among members and between management and the union.
* Provide strong and effective representation for workers
* Building effective communication channels within the union
* Developing effective negotiation skills
* Creating and implementing effective policies and procedures.
* Managing the union finance s and resources effectively

**RIGHTS TO STRIKE**

Strike is the cessation of work by a body of employed persons acting in combination, or a concerted refusal or a refusal under a common understanding of any number of persons employed to continue to work for an employer in consequence of a dispute, done as a means of compelling their employer or any person or to accept or not to accept terms of employment and physical conditions of work.

No individual, trade union or employer may take part in a strike or lockout if that person, trade union or employer is engaged in the provision of essential services; the strike or lockout concerns a labour disputes that constitutes a dispute of right (rights already specified in law, collective agreement or employment contract); the strike or lockout concerns a dispute arising from a collective and fundamental breach of contract of employment or collective agreement on the part of the employee, trade union or employer; and a ballot has been conducted in accordance with the rules and constitution of the trade union at which a simple majority of all registered members voted to go on strike.

Any person trade union or employer who are found guilty of offence, are liable to a fine of 1000 or to imprisonment for a term of six months or to both.

Workers, who take partin strike are not entitle to any wages or other remuneration during this period, and this period is also considered as the period of continuous employment and all rights dependent on continuity of employment shall be prejudicially affected accordingly.

*Source; Section 18 & 43 of the Trade Disputes Act (Cap. 432 LFN 1990); Section 31 (7) of Trade Unions Act (Coup. T14 2004)*

**TYPES OF LEADERSHIP STYLES**

There are four primary styles you’ll be exposed to include the following;

* Autocratic
* Democratic
* Laissez-faire
* Transformational

***AUTOCRATIC LEADERSHIP***

Also known as authoritarian leadership, an autocratic leadership style can easily be summed up by the command “do as you are told”

In autocratic leadership, directions come from the top, a singular figure who leads a company or team. An autocratic leader determines, strategy, policies, procedures and the direction of the organization, dictating everything to subordinates. Authoritarian leaders are not focused on collaboration with those in their circles, they are rarely interested in feedback, and they prefer to hold all the power and be in charge.

There are occasions when this leadership style can be appropriate and effective, such as in urgent or chaotic situations that require someone to reign in the team and make a prompt and effective decision.

Democratic leadership

Also known as participative leadership, the democratic leadership approach involves gathering input from your subordinates and team members so everyone has a chance to contribute to the decision making process.

Democratic leaders are still the decision-makers, but their approach allows others to feel engaged and have a stake in the final outcome. Democratic leaders excel at sparking creativity among subordinates, and projects are enhanced when positive contributions come from all sides.

***LAISSEZ –FAIRE LEADERSHIP***

Don’tlet the name deceive you. Laissez-faire leadership is not a “who cares”? approach. Rather, it involves empowering your employees, being hands –off, and trusting them to accomplish the task at hand without constant questions or micromanagement. Laissez-faire leaders leave decisions to their employees, while staying available to provide feedback when necessary.

***TRANSFORMATIONAL LEADERSHIP***

Transformational leadership involves developing a grand vision and rallying your employees around it. Under this style, the team is eager to transform and evolved personally and professionally in order to achieve the overall goals. With the organization and employees assigned, teams working under a transformational leader are united for a singular cause and willing to commit their efforts, time, and energy to the organization.

**LEADERSHIP STYLE QUIZ**

So, which of the leadership styles fits you and your branch/state union? Take this leadership quiz to determine what kind of leader you are.

What leadership style are you?

How much trust do you place in your employees or team members

* 1. A lot
  2. Not much
  3. Some
  4. None

**LEADERSHIP GRID**

At conception, the leadership grid model was composed of five different leadership styles. These styles were a relation between a leaders concern for production and his motivation. The motivation dimension really provides the underlying motive of the leader behind a successful leadership style.

**MANAGEMENT GRID/LEADERSHIP GRID**

|  |  |
| --- | --- |
| .(1.9) (9.9)  Country club style Team Style   |  | | --- | | 5.5 |   Middle-of the-Road  style  .(1.1) (9.1)  Impoverished produce or perish  Style Style |

9

8

7

6

5

4

3

2

1

Low

Concern for Production

**THE DIFFERENT OR IMPOVERISHED (1.1)**

The leader has minimal concern for people and production. Their priority is to fly under the radar while they content to seek solutions that won’t bring any negative focus to themselves or other department, preserving their employment, position as well as their seniority is what drives their elusive and evading behavior. This type of leader is effective and are solely lacking in any of the traits that can be attributed to successful and effective leaders.

Impact on employees

* + Employees have a high degree of dissatisfaction
  + No harmony within the group
  + High turn-over

Impact on organization

* + Inefficient operation

**THE COUNTY CLUB OR ACCOMODATING (1,9)**

These leaders will go above and beyond to ensure that the needs and desires of his employees are met. These leaders are making the assumption that their staff will yields maximum results as they are likely to be self-motivated when they are lead in that environment. The productivity of the group however, can suffer from the lack of attention on tasks.

Impact on employees

* + Emplyees are happy
  + Good team harmony

Impact on organization

* Low productivity

**MIDDLE-OF-THE ROAD (5, 5)**

These leaders balance the needs of their staff with that of the organization, while not adequately achieving either. These leaders will balance and compromise their decisions, often endorsing the most popular one. They dedicate minimal efforts towards facilitating the achievement of their staff or the production results in average of below average levels.

Impact on employees

* Employees experience a high level of dissatisfaction
* High level of conflict within the group

Impact on organization

* High employees turn-over
* Peak performance is short-lived

**THE SOUND OR TEAM (9, 9)**

The sound or team leader is the most effective leadership style. These leaders will contribute and are committed, can motivate and are motivated will holding the belief that trust, respect commitment and employees empowerment are essential to fostering a team environment where team members are motivated, thus resulting in maximum employees satisfaction as well as the most efficient productivity.

Impact on employees

* Employees are forming a highly cohesive team
* Employees are satisfied
* Employees are motivated and work as a team

Impact on organization

* Low employees turn-out
* Attracts highly skilled employees
* Efficient organization

**HOW CAN THE JOHARI WINDOW BENEFIT YOUR LEADERSHIP**

Effective leadership involves more than just giving orders and making decision. To be effective leader, you must possess strong communication skills, empathy and self-awareness. Self-awareness is essential for any leader as it help you understand your strength, weakness and values. It allows you to make better decisions and build stronger relationship with your team.

One tool that can help leaders improve self-awareness is the Johari Window. Johari window is a psychological model that helps individuals understand themselves and their relationship with others.

Let us explore how Johari window can help leadership and provide practical tips on how to apply it to enhance your leadership styles.

**Johari window**

|  |  |
| --- | --- |
| Open or Arena | Blind Spot |
| Hidden Self | Unknown Self |

**Open Arena** – what we know about ourselves and what others knows about us. This involves information sharing about ourselves that can help others understand our perspectives and values.

**Blind Spot** – what we don’t know about ourselves but others do. This is crucial for receiving feedback and improving our self-awareness. By listening to feedback from others, we can identify blind spots in our behavior or communication and work to address them.

**The hidden or facade** – what we know about ourselves but others don’t know. This ca be challenging for leadership, as it involves sharing information about ourselves that can make us feel vulnerable or uncomfortable. However, sharing this information with others can build trust and empathy and foster a culture of openness and transparency.

**The unknown** – what we don’t know about ourselves or others. This is challenging to address, as it involves exploring unknown territory and discovering new aspects of ourselves or others. However, by being open to new experiences and perspectives, we can expand our self-awareness, build empathy, and develop new skills and abilities.

HOW CAN THE JOHARI WINDOW HELP LEADERSHIP?

* Enhancing self-awareness
* Improving communication
* Building trust
* Facilitating feedback
* Strengthening relationship

**CONCUSION**

I conclusion, leadership and management are two crucialcomponents of successful trade unions. Effective leadership involves creating a vision for the union, motivating and inspiring members, and building a sense of solidarity and unity among members.

Effective management involves strategic planning, resources allocation, and the development of processes and systems to achieve the unions’ goals. When these elements are combines and work together effectively, union can achieve their objectives and improve the lives of their members.

**LEKE SUCCESS, JP**

**JULY, 2023**

**LAGOS.**