

# Being the decision-maker

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DKNOG 15

# Scope

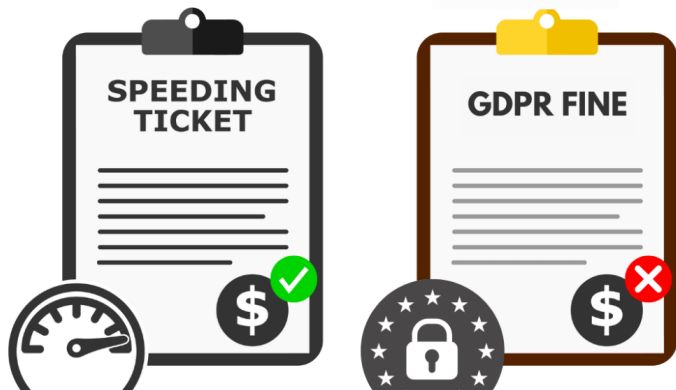
How to accomplish something when

- ▶ boss doesn't want it
- ▶ the company does not profit from it

# Example decision 1

Protect customer data better against attacks.

Only 1.3% of cases before EU DPAs result in a fine



[https://noyb.eu/en/  
data-protection-day-only-13-cases-eu-dpas-result-fine](https://noyb.eu/en/data-protection-day-only-13-cases-eu-dpas-result-fine)

## Example decision 2

Allow work from home.

## Reasons other than financial

- ▶ Less commuting is better for the environment.
- ▶ Easier to take care of children.
- ▶ We don't get paid for commuting time.

## Example decision 3

Refuse bosses who discriminate against women.



[https://commons.wikimedia.org/wiki/File:Frauentag\\_1914\\_Heraus\\_mit\\_dem\\_Frauenwahlrecht.jpg](https://commons.wikimedia.org/wiki/File:Frauentag_1914_Heraus_mit_dem_Frauenwahlrecht.jpg)

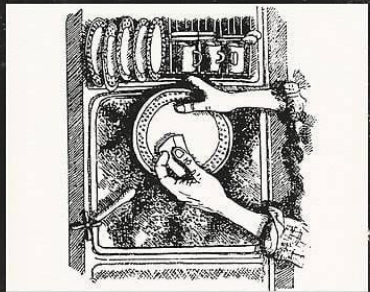




[https://commons.wikimedia.org/wiki/File:8thM\\_Feminist\\_Strike\\_Spain\\_Zaragoza\\_2018\\_33.jpg](https://commons.wikimedia.org/wiki/File:8thM_Feminist_Strike_Spain_Zaragoza_2018_33.jpg)

**MEN AND BOYS!**

# **REVOLUTION BEGINS**



# **IN THE SINK!**

**ONLY WHEN MEN TAKE FULL RESPONSIBILITY FOR THEIR SHARE  
OF THE COOKING, THE CLEANING, AND THE WASHING UP...  
ONLY THEN CAN THEY JOIN WITH WOMEN, AND TOGETHER  
BUILD A NEW WORLD!!!**



[https://archive.org/details/inthesink\\_201907](https://archive.org/details/inthesink_201907)



[https://commons.wikimedia.org/wiki/File:  
1391\\_International\\_Womens\\_Day\\_-\\_Frauenkampftag\\_2021\\_  
Berlin.jpg](https://commons.wikimedia.org/wiki/File:1391_International_Womens_Day_-_Frauenkampftag_2021_Berlin.jpg)

# Procedure

An overly simplified summary: Talk to lots of people one-on-one.

## But not the boss/HR

- ▶ It won't work.
- ▶ You need to create a new structure.

# Whom to talk to?

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- ▶ Social charting
- ▶ Workplace mapping



# Talk one-on-one

**Agitate** Help people notice problems.

**Educate** Explain that they have power.

**Innoculate** Prepare for retaliation.

**Organize** Coordinate to reach more colleagues.

**pUsh** Implement decisions as a group.

# What if you are a boss?

- ▶ Give real decision power to your workers.
- ▶ Your boss uses you as a shield from workers.
- ▶ Use these methods on your bosses.

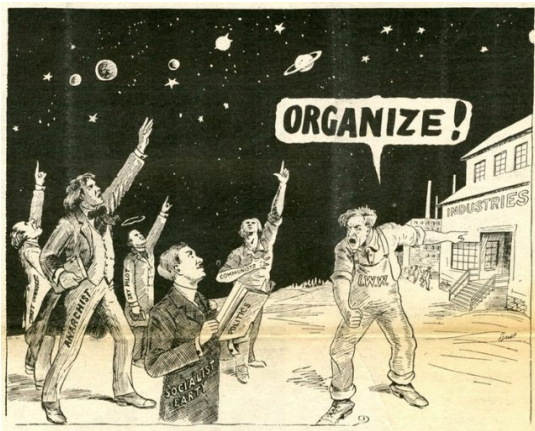
# Reaching agreement

- ▶ Early on, find where you already agree
- ▶ Later, support each other

Trade union? Not quite

## Common trade union methods

- ▶ Contract negotiation
- ▶ Enforcement of contracts
- ▶ Enforcement of laws



[https://iww.org.uk/resource/organise\\_direct\\_action/](https://iww.org.uk/resource/organise_direct_action/)

- ▶ Faster
- ▶ Cheaper
- ▶ More flexible
- ▶ Doesn't require a law degree

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