

# **WWP Class**

## **What is a Cadre?**



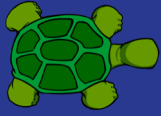
**What is a  
Cadre?**

What words or phrases  
do you think of when you  
hear the word “cadre?”



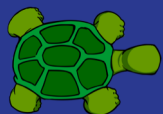
Cadre:  
(Merriam-  
Webster)

“A small group of  
people specially trained  
for a particular purpose  
or profession.”



# Cadre

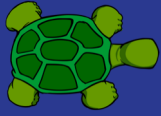
What do revolutionaries  
mean by Cadre  
– what are we trained in  
or specialists in?



**The Role of the  
Chinese  
Communist Party  
in the National  
War”**

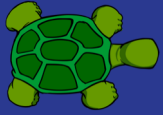
**(October 1938),  
Selected Works,  
Vol. II, p. 202.**

“Cadres are a decisive factor, once the political line is determined. Therefore, it is our fighting task to train large numbers of new cadres in a planned way.”



**To WWP  
cadre  
means**

members of a Leninist  
Party, defined by our  
commitment to socialist  
revolution and to  
membership in the Party.

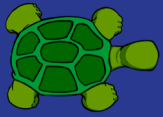


**What is a  
Leninist Party?  
How is it  
different than  
in other  
organizations?**

What characteristics would fall under the category of a Leninist Party vs. a mass organization?

Say or type answers to be categorized below:

| Leninist Party | Mass Organization |
|----------------|-------------------|
|                |                   |
|                |                   |
|                |                   |
|                |                   |
|                |                   |
|                |                   |



# Leninist Party vs. Mass Organization

| Leninist Party  | Mass Organization   |
|---|---|
| Defined membership of centralized people led by Democratic Centralism   | Fluid membership of autonomous groups led by representative                                       |
| Revolution is goal  | Single-issue or multi-issue reform goals  |
| Should include representatives of all sectors of class                  | May be specific national, ethnic, gender, or sexual identification                                |
| Ideological unity   | Unified only around demands - holds range of politics   |
| Discipline - collective is supreme over individual                      | Activist maintains complete individual autonomy   |
| May be involved in many groups or unions, but party identity is primary | May be coalition or single organization; organizational forms may be dispensed with periodically. |





**What  
attributes  
did  
Mao  
think a cadre  
should have?**



# **What attributes did Mao think a cadre should have?**

1. Versed in Marxism-Leninism
2. Politically far-sighted
3. Competent in work
4. Full of the spirit of self-sacrifice
5. Capable of tackling problems on their own
6. Steadfast through difficulties
7. Loyal and devoted in serving the nation, class and Party.
8. Free from: selfishness, individualistic heroism, ostentation, lethargy, passivity, arrogance or sectarianism.
9. Carry out the Party line with discipline and close ties to the masses.



**What  
attributes  
did  
Che  
think a cadre  
should have?**

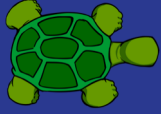


# **What attributes did Che think a cadre should have?**

Politically developed to read the desires and motivations of the masses, interpret and adapt directives emanating from the central power and creatively orient those directives to the masses.

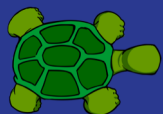
Responsible for their acts, disciplined, shows initiative and constant preoccupation with all the problems of the revolution.

capacity for sacrifice, for demonstrating through personal example the truths and watchwords of the revolution.



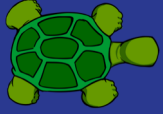
# **Explain Che's analogy between a Cadre and the screw of a motor**

The cadre is the major part of the ideological motor which is the United Party of the Revolution. It is something that we could call the dynamic screw of this motor; a screw that in regard to the functional part will assure its correct functioning; dynamic to the extent that the cadre is not simply an upward or downward transmitter of slogans or demands, but a creator which will aid in the development of the masses and in the information of the leaders, serving as a point of contact with them.



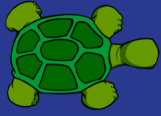
## **Take- away**

The primary job of cadre: A conduit – two-way channel – between the local masses in our class and central leadership.



## **What does Cadre look like in WWP?**

- Culture of consultation
- Operate from a collective assessment
- Full confidence in cadre
- Act decisively when needed
- Open to reflection & correction



## **Che on Collective Consultation**

“An individual of ideological and administrative discipline, who knows and practices democratic centralism and who knows how to evaluate the existing contradictions in this method and to utilize fully its many facets; who knows how to practice the principle of collective discussion” - Che





## Candidate Question

What are the benefits  
of collective consultation  
when making political  
decisions?



# **Reflection does not equal perfection**

“We must know how to judge cadres. We must not confine our judgment to a short period or a single incident in a cadre’s life, but should consider his life and work as a whole. This is the principal method of judging cadres.”

– Mao 1938



# **What happens when we make mistakes?**

We all come into party with our particular backgrounds, backward ideas, special oppressions, personal experiences, and individualized oppressions.



# **From Marx Critique of the Gotha Program**

Just like after a socialist revolution, the society is not free of oppression, but the new society enters the world with the birthmark of the old.



# What we don't do when we make mistakes

- Punish, ostracize, or judge
- Publicly “call out” comrade
- “Challenge” comrade in a condescending manner



# **What do we do when we make mistakes**

- Self-analyze with friendly guidance from comrade!
- Chat one on one in a supportive setting
- Understand that the learning process never stops - all comrades are continually reflecting and developing



# **What do we do when we make mistakes**

Specifically, our practice is for a long-term comrade to take the comrade who made an error out for coffee to discuss the mistake and win the comrade to the correct perspective.

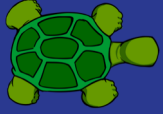
All who have been in the Party a long time have been on the receiving end.



**Comrades  
who can  
learn and  
adapt are  
valued.**

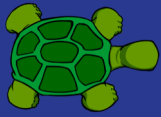
Comrades who are  
defensive and intransigent  
generally don't last.





# The Vanguard

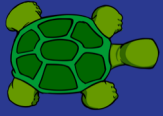
What words or phrases do you think of when you hear the word, “vanguardism” or “vanguard?”



# The Vanguard – Lenin

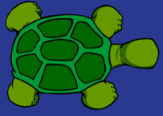
**“Preliminary Draft  
of the Resolution of  
the 10th Congress of  
the R.C.P. (B)”**

”Only the political party of the working class, i.e. the Communist Party, is capable of uniting, training, and organizing a vanguard of the proletariat and of the whole mass of the working people that alone will be capable of withstanding the inevitable petty-bourgeois vacillations of this mass and the inevitable traditions and relapses of narrow craft unionism or craft prejudices among the proletariat, and of guiding all the united activities of the whole proletariat, i.e. of leading it politically, and through it, the whole mass of the working people.”



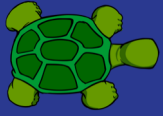
# **The Vanguard – Mao 1964**

“It is necessary to maintain the system of cadre participation in collective productive labor. The cadres of our Party and state are ordinary workers and not overlords sitting on the backs of the people. By taking part in collective productive labor, the cadres maintain extensive, constant and close ties with the working people. This is a major measure of fundamental importance for a socialist system; it helps to overcome bureaucracy and to prevent revisionism and dogmatism.”



# **The Vanguard**

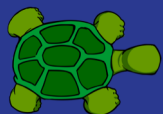
Term is often misunderstood.  
It's not about sitting atop the  
class, but providing leadership.



## Leadership in WWP

A leader is one who develops other leaders rather than putting self forward. One doesn't call themselves the vanguard - the workers will let you know you are the vanguard.

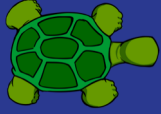
-Larry Holmes quote from Sam Marcy (founder of WWP)



## **Leadership in a Leninist organization**

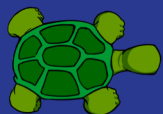
Leadership in a Leninist organization is something to be earned through hard work, dedication, and a correct application of political line.

Leadership is a quality bestowed by the masses. The masses are the ones who determine if you are a trusted leader or not. It is not about ego or coercion.



## Mao on leadership

“A leading group that is genuinely united and is linked with the masses can gradually be formed only in the process of mass struggle, and not in isolation from it. In the process of a great struggle, the composition of the leading group in most cases should not and cannot remain entirely unchanged throughout the initial, middle and final stages; the activists who come forward in the course of the struggle must constantly be promoted to replace those original members of the leading group who are inferior by comparison or who have degenerated.” —Mao 1943



## **Following, Not Leading is Tailism**

The working class right now does not have a revolutionary consciousness or perspective. Seeking to lead them is the opposite of following them into the democratic party, or worse racism, LGBT oppression, bashing Russia or China – or other mistakes made by unions and elements of the working class.





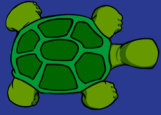
## Candidate Question

What is the role of the mass organization vs. the cadre organization in movement building?



## Candidate Question

In practice, what are the roles that cadre can play within mass organizations (including unions) – how does a cadre operate in principled and effective ways? What are some interventions that Party cadre have made in mass work?



## Question

The overall goal of a Revolutionary Leninist organization is to build working class unity, a revolutionary perspective and confidence within the leadership of the working class and the masses so that we can overthrow the ruling class – how do the concepts of “tailism or economism” vs. “ultra-leftism or idealism” factor into a cadre’s calculations?



# Reflection

“The common denominator for all is political clarity. This does not consist of unthinking support to the postulates of the revolution, but a reasoned support; it requires a great capacity for sacrifice and a capacity for dialectical analysis which will enhance the making of continuous contributions on all levels to the rich theory and practice of the revolution. These companeros should be selected from the masses solely by application of the principle that the best will come to the fore and that the best should be given the greatest opportunities for development.” — Che