

TABLE 2
COMPARISON OF AWOC AND UFW STRATEGIC CAPACITY

	AWOC	UFW
Leadership:		
Biography	Little diversity of experience No salient local knowledge Professional commitment	Diversity of experience Salient local knowledge, broader context Personal, vocational commitment
Networks	No strong ties to constituency Few salient weak ties Little diversity of ties	Strong ties to constituencies Weak ties across constituencies Diversity of ties
Repertoires	No salience to constituencies Little diversity of repertoires	Salience to constituencies Diversity of repertoires
Organization:		
Deliberation	No regular meetings No strategy sessions Closed to diverse perspectives Not authoritative	Regular meetings Regular strategy sessions Open to diverse perspectives Authoritative
Resource flows	Resources flow top down Resources flow from outside: single source Resources depend on internal politics Based on financial resources Little strategic autonomy	Resources flow bottom up Resource flow inside and outside: multiple sources Resources depend on task effectiveness Based on people resources Strategic autonomy
Accountability	No constituency accountability Hierarchical accountability Bureaucratic leadership selection	Constituency accountability Mutual accountability Democratic, entrepreneurial selection