Good Governance in First Nations





Guidelines

- Cell phones will be shut off during workshops
- We will respect all comments and opinions
- No shoulding on self and others
- One person speaks at a time
- We will work together to accomplish our goals and objectives
- No side conversations
- Stay positive and focused





Keep your Muscles in your shirt or blouse

Objectives of Workshop

- Developing an effective government
 - Sharing Best Practices
 - Building trust
 - Effective communication Learn to listen
 - Share ideas openly and willingly
 - Cooperation



Values in our Communities

- Are specific beliefs about what is right and wrong around us.
- → Values are about the culture we encourage, the standards we set, and the principles we have.
- They are essential to the building block of Community

What makes a Community

- Community is made up diverse people with different ideas, values and ethics.
- Communication and Trust is the foundation of a Community

THERE'S ONE IN EVERY COMMUNITY...

The Tattle-tale



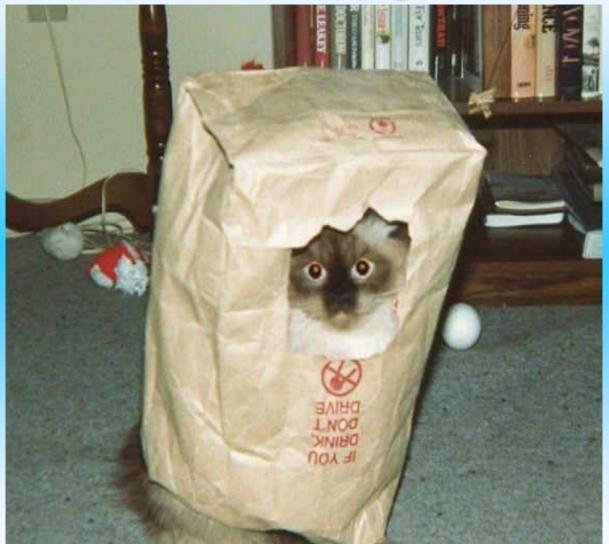
The Bully



The Joker



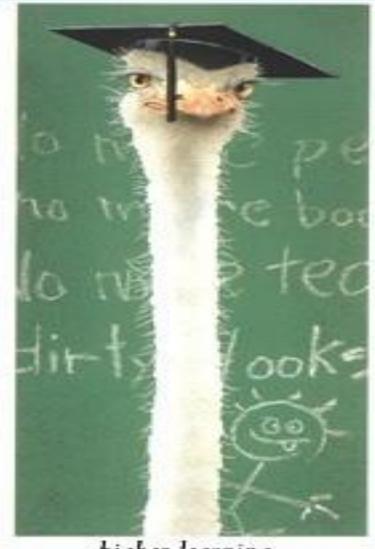
The Spy



the Stud



The know-it-all



higher learning...

The Scrapper



The wimp



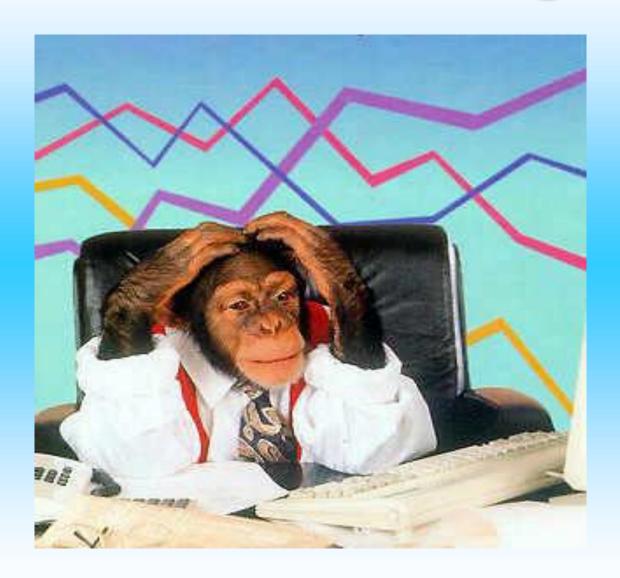
Come for the Food



Nosy Parker



The Band Manager



The Arts and Crafts Seller



The Office Receptionist

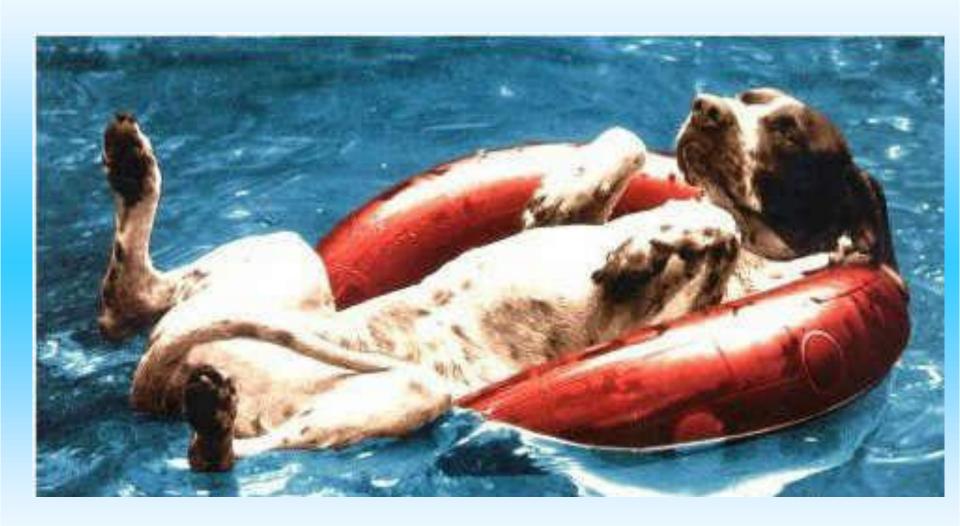


Missing In Action person



AND FINALLY...

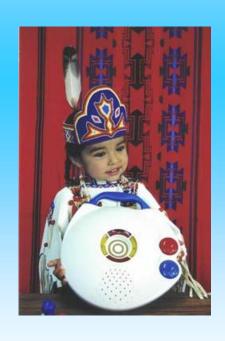
The Chief



Making Change Happen

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Vision+Skills+Incentives+Resources+ActionPlan =
  CHANGE
????+Skills+Incentives+Resources+ActionPlan =
CONFUSION
Vision+???+Incentives+Resources+ActionPlan =
ANXIETY
Vision+Skills+????+Resources+ActionPlan =
RESISTANCE
Vision+Skills+Incentives+????+ActionPlan =
FRUSTRATION
Vision+Skills+Incentives+Resources+??? =
TREADMILL
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The future is not some place we are going, but one we are creating. The path to it are not found but made, and the activity of making them changes both the maker and the destination."





Priorities

→ Which would I do first ?











Skills

- What type of Skills do we need now and in the future to make change happen
- Do we support Training and Development
 - Leadership/Administration/Community
- Do we have the skills now to succeed?

Incentives

- Who will be asking "What's in it for ME"
- Change demands ownership by leadership and community so the best way is to get People involved
- Communicate the Change

Resources

- What type of Resources do we require;
 - Human resource?
 - Infrastructure?
 - Operation and Maintenance"
 - Financial Resources?

Action Plan

Goal

Action	Support/ Resource	Owners	When: Start/ End	Success Measures
What needs to be done?	What steps do we need to achieve action?	Who will oversee action?	When will action start and end?	What's the final tangible result?

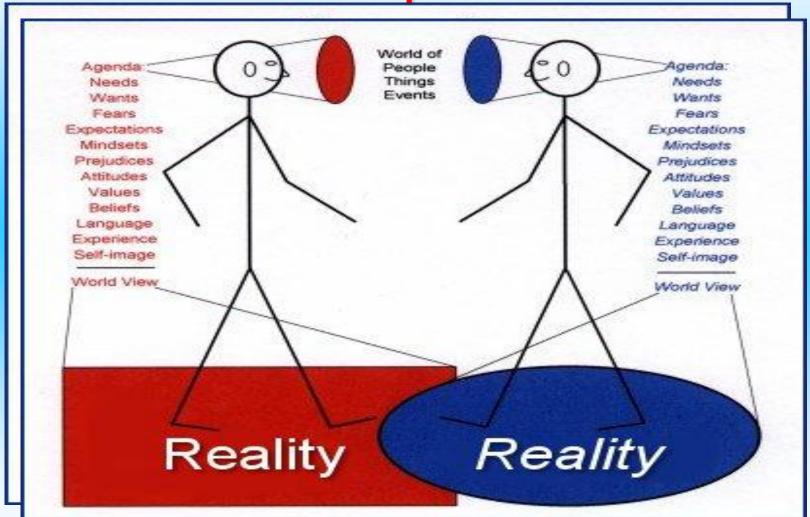
Establishing Roles

- → To get the job done, members need to understand the role that each person has within the community, and the tasks he or she is responsible for.
- Building a strong partnership between Council, management and community is essential to effective First Nation Governance. In many instances lack of harmonization is caused by lack of agreement on defined roles for both Council, management and community.

What is my role in making my community a good place to live?

- What is the Chief's main task?
- What is Council's main task?
- What is the Tribal Manager's main task?
- What is the Management's main task?
- What is my role in getting the task done?

Perception



Our Traditional View

Relational

- It is intuitive, spiritual and fluid.
- Balance and harmony in relationships are among the multiple variables.
 Including metaphysical forces make up the core thought system
- ◆ Every event is in relation to all other events, regardless of time, space, or physical existence. Health only exists when things are in harmony.

Main World View

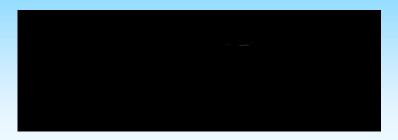
- It is worldly and rooted in the logic of cause and effect
- ♣ In human services, intervention is targeted toward cause and system, and the relationship between intervention and symptom are measured
- Its about me not us as community

Challenge to Community

- As we move forward how do honour our traditional values and belief?
- Who is responsible?
- How do Incorporate into our plans?
- Answer- Incorporate into strategies and values of community

Communicate Constructively

→ Communities need people who speak up and express their thoughts, and ideas clearly, directly and honestly and with respect for others and the team – positive, confident and respectful manner



Listens Actively

- Good listeners are essential for a team to function effectively.
- Teams need team players who can absorb, understand and consider and points of view from other people without debating and arguing every point.
- Such a team member can also receive criticism without reacting defensively



Communication

Improving Communication within the Community

- → Effective communication within the community is vital for successful functioning, ensuring everybody has the information needed to perform their roles and coordinate their activities with others.
- To support good communication have regular feed back session to check of members are receiving or getting enough information at the right time or too much of the wrong information.
- Don't assume that all members have all the information. Ask and Clarify. When we assume it makes an ass out of u and me.



Communication Exercise

 Purpose: To see if we are communicating- Are we listening and asking question and clarifying what we are hearing.

Process:

- Get into pairs and sit back to back and grab a piece of paper
- Have one person give instructions
- 3. Have the other person ask questions and follow your instructions by verbal direction only
- 4. Fold the paper in half, rip a corner, fold again and rip in half again
- 5. Compare and see if the structures are the same
- Change roles



Secrets of Successful Change

- 1. Involve People
- 2. Present facts and supporting evidence
- 3. Share the message
- 4. Get Buy-in
- 5. Develop Skills
- 6. Prepare and Share responsbilities
- 7. ACTION SPEAKS LOUDER THAN WORDS