



ORGANIZATIONAL CHANGE

AFOA Saskatchewan – Band Administrators Workshop

March 15, 2018

Canadian Room, Saskatoon Inn

Saskatoon, Saskatchewan

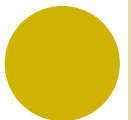


Abawashded, Greetings

Treaty Six Territory

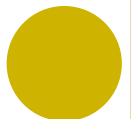
Ishnish to the Elder for their invocation and prayers

Objective: This session will explore best practices, and techniques for effective administrative performance.





- ❑ 30 years experience in working with Indigenous People
- ❑ Management Consulting, Project Development, Investment Readiness, Policy Development, Proposal Writing, Indigenous and Industry Engagement
- ❑ Chief of Staff, Director of Operations, Band Manager, Tribal Administrator, RMP Co Manager, and Policy Analyst
- ❑ Its been my experience that First Nations who take ownership with cultural integrity succeed by integrating effective tools





In Nakota, the medicine wheel symbolizes the four directions, our identity, holistic well being and the balance of our minds, body and spirit.

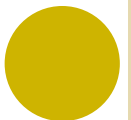
We are people of the land, and we have inhabited this land since time immemorial. We have the skills and knowledge to live in harmony with our environments (community / work).

We are instilled with cultural values: such as shared responsibility. If we look at our ancestral and cultural way of life, we can see that we relied on each other for our wellbeing and livelihoods.





The Tipi reminds me of our values when we are required to adapt.





The Tipi requires a tripod to ensure a firm foundation.

The tripod for our organizations require strength and unity:

1. Leadership
2. Management
3. Staff

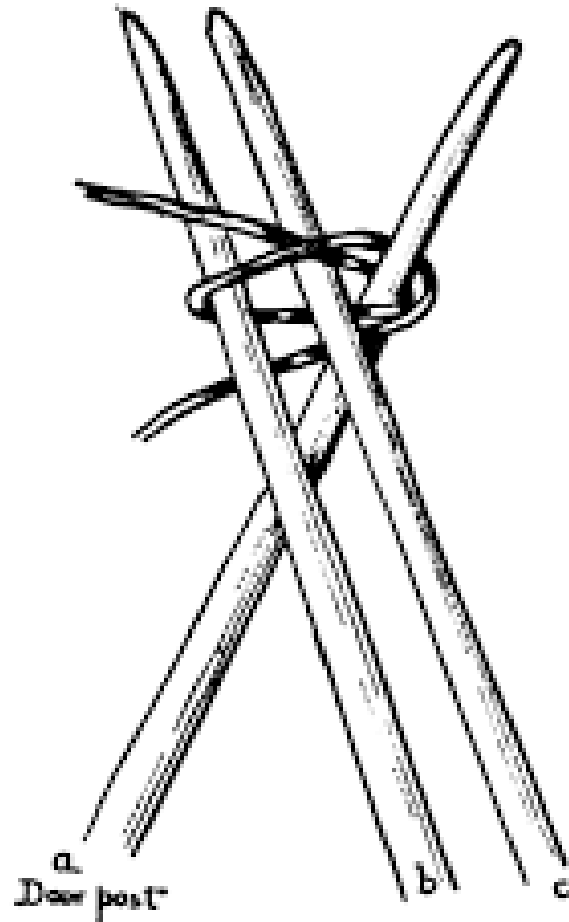
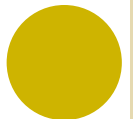


Fig. 68. The Assiniboine Tie.





Organizational change is about Nation Building.

Implementing a collective vision to be effective.

As Indigenous people we can site examples from our cultural way of life to lead us in the right direction.





Strategic Planning helps align and define your priorities.



An annual evaluation, program reviews and audits help to measure performance.





SWOT Analysis is a useful technique for understanding your;

Strengths and Weaknesses, and for identifying both the Opportunities open to your community and the Threats the community may face.

A SWOT can assist in aligning your priorities.

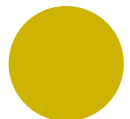




What is the organizations;

- Goal Statement
- Rationale
- Desired Outcome

Strategy	Lead	Target
What needs to happen	Who will lead in the work	When will it be completed





The organizational structure outlines the flow of authority, decision making and distribution of workload through roles and responsibilities.

It's important to maintain lines of communication, mandates, policy and work planning.

When standards change, organizational routines challenge the approach of management and implementation.





Technologies include integration of electronic technology and capacity, software, electronic records and integrity of information management, new techniques, or any combination thereof used in the delivery of services.





Communication Plan

- Memorandums
- Regular Staff Meetings and Minutes
- Newsletter
- Reporting Results at Band Meetings
- Focus Sessions Management Teams
and Staff
- Website
- Web Casting
- Official Social Media





Thank you, Ishnish
AFOA Saskatchewan

Questions?

