



National Native American Leadership Forum – Las Vegas
MGM Grand • Las Vegas, Nevada
December 7-8, 2015

In this one and a half day session, we will work on and discuss leadership foundational skills, as well as develop some of the more complex talents and topics. We will establish and review best practices and use proven assessments to drive discussions on experiential topics. At the end of the session, you will have developed new contacts, had a refresher on certain skills while building new ones, created smart goals that are actionable as soon as you return and gained proven assessments of who you are as a leader to take home with you.

DAY 1

8:30 – 9:15 **Registration and Breakfast**

9:15 – 9:30 **Welcome/Opening Remarks**

- **Icebreaker:** Get up, get around, and meet the people you are going to be working with during the day. You will be getting out of your comfort zone, because that is where growth happens.

9:30 – 10:30 **Segment 1 – Understanding Leadership**

Leaders versus Managers:

- Let's not be afraid to take a risk and learn from any successes as well as any failures.
- What do you get out of failure that you can't learn any other way?
Keep you up at night: We want to know; what are the things that worry you long after you go home; what happens to be on your mind can impact what you might want to tackle first as a leader?

Daily Planning:

- Create a personal leadership goal.
- Discuss and identify the strengths, weaknesses, opportunities and threats you see and how to take advantage of them.

Don't be Afraid... to Fail:

- Create an operationalized definition of what it means to be a leader and what it means to be a manager in your tribe or organization.
- We will discuss power, where it comes from and how to leverage where your power comes from.
- **Charades:** You will get a chance to use behavior to describe a noun. Some are more fun than others. Time to be Observant.

Planning-Personal Leadership Goals:

- Use a goal setting system that is used world-wide for its simplicity and strong methodology. Create a goal for you to use when you return to the workplace.



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10:30 – 10:45 Coffee Break and Networking Opportunity

10:45 – 12:00 Segment 2 – Communicating Leadership

Communication:

- Learn how your communication is important to the success of your tribe or organization.
- Discuss transparency in any organization and why it is a buzz word.
- **Active listening:** Practice skills that show others that you are not only listening, but actively playing a role. You heard about it, you saw it, and now you'll be able to practice.

Conflict Management:

- Conflict is a universal issue, learn about ways to combat conflict and anticipate common pitfalls.
- Discuss conflict with other leaders in a real case study conflict.
- **Thomas Kilmann Conflict Mode Instrument:** Use a staple of conflict assessments. Assess your own style or styles of dealing with conflict and hear feedback on when it is best and worst to use these particular styles.

Conflict Case Study:

- Use your conflict styles to solve a case study based from actual organizational events. Present your solutions to the group.

How to have Difficult Conversations:

- Learn how to have conversations we cannot avoid and how to address hot button issues.
- Speak with other tribal leaders on how to address subjects that are “difficult” but need to be discussed.
- **Orange you ready:** Negotiate, deliberate, and debate. Make the hard choice.
- **Tough Conversations Roundtable:** Discuss the anatomy of a tough conversation. Discuss how this conversation came about, what happened, and how it ended. Reflect on the solutions whether successful or not.

12:00 – 1:00 Lunch and Networking Opportunity

1:00 – 2:00 Segment 3 – Fostering Leadership in Others

Motivation:

- Find new ways to motivate those around you.
- Discuss how to improve performance or get committees moving using a scientifically proven method.
- Increase engagement of your direct-reports and others.
- **Delegation- Balloon:** Work with the people in your group to “delegate” tasks effectively.



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2:00 – 2:30 Coffee Break and Networking Opportunity

2:30 – 4:00 Segment 4 – Leadership’s Emotional Factors

Emotional Intelligence:

- Discuss Emotional Intelligence.
- Work with others to develop your awareness of your own emotional intelligence.

Stress:

- Come together to define stress.
- Measure your own stress levels and discuss how it impacts you, your tribe and your workplace.
- **Life change Index:** This measure is a great self-assessment of your own level of stress. Not everyone actually knows how stressed they really are or the impact that stress can have upon them.
- **Coping with Stress Activity:** How do you cope with stress? Learn a simple and healthy way to deal with stress.

Case Study – Play the Consultant:

- Work with other leaders to discuss a tribal leadership issue.
- Use information from Day 1 to talk about how to go about solving the issue.
- Get feedback on how you plan on solving the issue at hand.

4:00 Day 1 Ends



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DAY 2

8:30 – 9:30 **Breakfast and Networking Opportunity**

- **Icebreaker:** Wake up and kick-start your brain. Re-frame the problem put in front of you.

9:30 – 10:15 **Segment 5 – The Business of Leadership**

Business Acumen:

- Learn how to set standards for doing the work: How to “talk the talk” & “walk the walk”.
- Find out how other tribes are learning to become more business savvy and become new self-promoters of your own tribe.
- **What would you do:** Given the situation, what would you do? Make a decision and get feedback based on your own level of business acumen.

Surrounding Yourself with Excellence:

- Make your people a priority by investing in their development.
- Discuss how to create a center of excellence within your tribe or organization.
- Build confidence in yourself through supporting others.
- **Create your COE:** You are all given a set of personas. Some of you are gathering people to be part of your own Center of Excellence. Others will be the people being gathered. Use your skills to network and find the specific people you need.

10:15 – 10:30 **Coffee Break and Networking Opportunity**

10:30 – 11:30 **Segment 6 – Making Decisions as a Leader**

Decision making:

- Learn a comprehensive decision-making model and put it to the test.
- Work with other tribal leaders to make the best decisions possible.
- **Shipwreck:** Make possible life-saving decisions as a group and see how well you would do. Will you end up getting saved or would you end up with a bunch of useless junk?

Navigating the politics:

- Identifying the players, getting the information needed & learning how to leverage power
- Discover your relationship and how you use those to your advantage while still helping people
- **Politics & Conflict roundtable:** Discuss what is happening in your tribe and how to make the conflict more manageable.
- **Politics in action roundtable:** Discuss some of the political issues you’ve had to navigate. Listen to any feedback and learn about successes others are having.



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Planning: Organization Leadership Goals & SWOT Analysis:

- Create a goal for your organization to better the leadership. Get feedback on your goal from your group and from your trainer. Use your SWOT Analysis to inform your goals.

11:30 – 12:30 Segment 7 – Building Leaders through Leadership

Embrace the change:

- In a fast-paced world we need to adapt or we are left behind.
 - Learn how to embrace positive change while spotting and avoiding negative change.
 - Discuss what to do when you encounter internal and external resistance.
- **Discussing Change:** Listen and speak with others about change initiatives that have been implemented or currently being implemented and how they have worked or have had encountered obstacles.

Case Study: Present Your Case:

- Work with your fellow tribal leaders to solve an organizational issue.
- Discuss ways to solve the conflict at hand.
- Hear individualized feedback on your possible solution.

12:30 – 1:00 Action Plan and Close

- Examine action plans/goals that have been vetted by other leaders
- An easy to use stress assessment
- A completed Thomas-Kilmann Conflict Mode Instrument (TKI); an assessment of your primary style of conflict and full interpretation of the results
- Ideas of prior successful strategies piloted by other tribes
- Gain a range of possible new contacts from other tribes and organizations

1:00 National Native American Leadership Forum Concludes