

Miniwaukan News

June, 2009

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Ethical Issues on Indian Reservations: What we all learned

I always start my workshops with this statement. *“Every single one of us, including myself, could benefit from an ethics course. Ethics in the work place is an on-going issue, every day we are involved in circumstances that test our ethics. I have presented this course many times and never fail to learn more about ethical behavior each time I present it.”*

We successfully completed the testing the first course in our Tribal Leaders Institute, Introduction Into Ethical Issues on Indian Reservations. We had over 100 tribal member participated in the live presentation and over 200 tribal members participated in the on-line version. I also traveled to the Fort Berthold Indian Reservation at the request of a BIA Line Officer to conduct a presentation for administrators and board member from six schools located on two Indian Reservations. I then traveled to a conference in Sioux Falls, SD and did a live presentation for 38 conference attendees.

The feedback we received about the content of the course from the participants was overwhelming positive:

- At the end of the Sioux Fall presentation one participants came up to me and said: “Wow! I will say it again, wow!” He went on to say how glad he was that someone was finally addressing the issue of work ethics on Indian Reservations. He told me he when he was hired as a director of a tribal program he soon became exasperated with the work ethics of his workers. One day he informed them he was going to reduce their work hours to the 20 hours per week that they actually worked.

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Three courageous tribal leaders ... have stepped up and become the first directors in the nation to require Introduction to Ethical Issues on Indian Reservations workshop of their staff

- A participant who took the on-line version emailed me his comments regarding the course: Hey Dr. Longie [I] finished your ethics course. I enjoyed it, I read a little here and there throughout the week when I could and I think it took me about six hours to finish. I made sure and read all the "homework" so I think that's why it took my a little longer than [usual]. That was one of the things I enjoyed most about the course was the "supplemental literature" that you provided links to, including your own thoughts and writing, pretty cool. I enjoyed the whole course, but I particularly liked the part on self-awareness/self honesty with the literature from Daniel Goleman and his view on "emotional intelligence." This section of the course made me want to read more literature written by the author.

Our completion rate for the on-line version has increased from the pilot version. Some of the participants had trouble navigating the course. Their feedback was invaluable and we redesigned the course making it much easier to navigate. On the other hand, some of the early participants persevered and did finish the course.

I am pleased to report three courageous tribal leaders Bev Greywater, Spirit Lake Head Start Director, June Gourd Spirit Lake Chief Judge and Rosy Davis, BIA Line Officer have stepped up and become the first three directors in the nation to require the Introduction to Ethical Issues on Indian Reservations workshop of their staff:

1. Spirit Lake Head training was held on Friday, May 29, 2009 at Cankdeska Cikana Community College . A second session for the remainder of the staff will take place on July 17, 2009 also at Cankdeska Cikana Community College.
2. Training for tribal court staff will be held on June 17, 2009 at Cankdeska Community College.
3. Training dates for the BIA staff will be determined soon.

With the interest in our Tribal Leader Institute growing I plan to work as quickly as possible to finish our next course, Courageous and Ethical Managers, within the next couple of week and have it ready for testing by July 1, 2009.

In closing, there was a common viewpoint among all the participants who attended the live session. Although I inform them at the beginning of the course they are taking the course to change their own work place behavior first before they can accuse other tribal workers of unethical behavior. However, at the end of the course many of them come up to me and say, "Our tribal council should take this course". If there are any tribal council members out there who are reading this newsletter and want make to a good impression to their tribal members as well as leaning good work place ethics give me a call and we will arrange a training session. I guarantee you will not be disappointed if you do.

NEW, FREE, ETHICS & MORE

With all of the talk about the ethics courses, it's worth remembering that there are still FREE resources available as part of the Tribal Leaders Institute. On the Tribal Leaders wiki, there are new pages on ethical role models:

<http://tribal-leaders.wikispaces.com/Ethical+Role-models>

These include stories of Wilma Mankiller, former chief of the Cherokee nation and Tillie Blackbird, a founding mother of domestic violence prevention programs serving Native American women.

A brief Ojibwe/Chippewa history, courtesy of Willie Davis from Turtle Mountain, provides insight into the times these people were on the receiving end of unethical acts by the United States government. One can only speculate on the ways in which this history has affected modern communities.

<http://tribal-leaders.wikispaces.com/Chippewa+History>

Ever wonder what your neighbors are thinking? The Tribal Leaders Forum has new posts every day. Some of these are posted directly by individuals. We also post (anonymously) the feedback from the "homework" forms

<http://www.spiritlakeconsulting.com/tribal/>

BLOGS – Telling it like it is

Anyone who wonders what makes the Tribal Leaders Institute an Indian ethics program, emphasis on the Indian, needs to check out Dr. Longie's blog, Dakota Hoksina (Indian boy).

<http://www.spiritlakeconsulting.com/d/>

He pulls no punches in addressing the ethical issues that are the most current and relevant to the reservations.

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BLOGS ON ETHICS on INDIAN RESERVATIONS

Speaking of blogs and relevance, the latest topic in the Dakota Hoksina blog is on Attendance, Attendance, Attendance

<http://www.spiritlakeconsulting.com/d/2009/06/attendance-attendance-attendan.html>

Think you're not hurting anyone if you skip a day of work each week? Think again. Why is the unemployment rate so high and economic development opportunity so low? Dr. Longie, a former third-grade teacher, suggests one need look no further than the attendance at the local schools to see the root of the problem.

Here is the latest in AnnMaria's blog

"The tactics of the Indians [during the Little Bighorn campaign] resulted in their doing to Custer exactly what Custer had planned tactically to do to them. And they were able to do it because they had the leaders, the arms and the overwhelming forces, none of which facts were known or appreciated by the Seventh Cavalry. Their numbers had been underestimated; their leadership and fighting capacity undervalued; their superiority in arms not even suspected. The Seventh Cavalry paid the penalty for national stupidity." Lt. Col. W. A. Graham

And so begins the book, *The Genius of Sitting Bull, 13 Heroic Strategies for Today's Business Leaders*. National stupidity. That's a good phrase for it. It's a few days after the latest election in my home state of California. The state is facing a budget deficit of \$24 billion. In human terms, that means the state is shortly going to run out of money. Our governor says teachers will lose their jobs, firefighters will be laid off and college students will not get grants for tuition this fall.

<http://www.spiritlakeconsulting.com/intranet/blog/2009/05/lessons-from-sitting-bull-addr.html>

Dakota Hoksina and AnnMaria's Blog are updated regularly. Check them out today.

<http://www.spiritlakeconsulting.com/intranet/blog/>

<http://www.spiritlakeconsulting.com/d/>

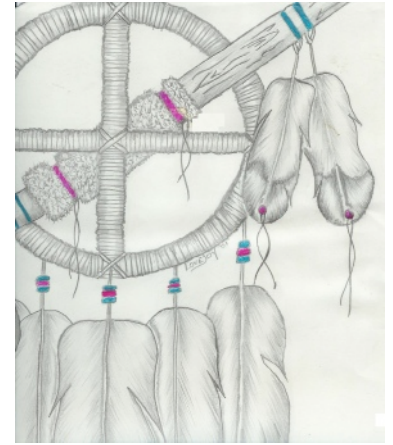
Add your comments. Be part of the discussion on making Native American communities better.

Don't just dream about a better future – be part of one!

We CAN change reservations for the better ! Be part of the solution .

The pilot study for the on-line course, Introduction to Ethical Issues on Indian Reservations is COMPLETED. We are sorry but there are no more complimentary registrations available. You can schedule a training session on-site or take the course on-line for \$50 per person. Volume discounts are available. To schedule a session on site, email Dr. Erich Longie

Ericstev@spiritlakeconsulting.com or call (701) 351-2175



TESTERS WANTED !

The pilot study for the Courageous and Ethical Managers course will be beginning soon. We will be accepting 60 participants as part of this FREE trial. To add either yourself or your organization to the waiting list, email Dr. Erich Longie

Ericstev@spiritlakeconsulting.com or call (701) 351-2175 .

If you would just like to sign up for the on-line version of the Courageous and Ethical Managers course, please click on the linke below and you will be emailed a username and password when the pilot version comes on line.

[https://www.surveymonkey.com/s.aspx?sm= 2fv5APMDLcdjNfrID023w1Q 3d 3d](https://www.surveymonkey.com/s.aspx?sm=2fv5APMDLcdjNfrID023w1Q3d3d)

This month's newsletter produced by:

Dr. Erich Longie ericstev@spiritlakeconsulting.com

Dr. AnnMaria De Mars annmaria@spiritlakeconsulting.com

Spirit Lake Consulting, Inc.

P.O. Box 663

314 Circle Dr.

Fort Totten, ND 58335