

AFOA MANITOBA

Building a Community of Professionals

**8th Annual Leadership & Administrators
Conference October 20, 2022**

Leadership Past, Present and Future

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Leadership - What is it?

Leadership: a process of influence, which maximizes the efforts of others, towards the achievement of a common goal.

Why leadership matters:

- ✓ Leaders create an optimal environment
- ✓ Leaders motivate others
- ✓ Leaders enable success
- ✓ Leaders drive results
- ✓ Leaders acknowledge others
- ✓ Leaders instill accountability

Leadership - AFOA Manitoba

AFOA Manitoba -Vision: *“Improving the results for Aboriginal organizations, communities and its community members through accountability and continued development of financial and human resource management.”*

The logo: *“Building a Community of Professionals”*

This is a succinct expression of leadership:

- *“Building”* - creating opportunities to meet individual & organizational needs
- *“Community”* - facilitating self-sufficient Indigenous peoples and organizations
- *“Professionals”* - qualified, skilled individuals to meet peoples to learn valuable financial skills for pursuing jobs and careers in their chosen field

Leadership -The Past

AFOA Manitoba

The Founding Members & Board of Directors:

Cheryl Ledoux Bird

Stephanie Blackbird

Margaret Bushie

Randy Councillor

Stacey Longclaws

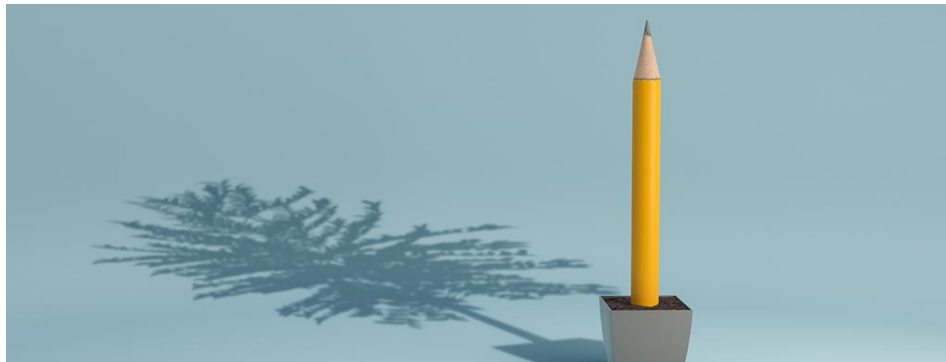
Bonnie McCorrister

Allan Munroe

Lisa Muswagon

Gregg Sigmar

Heather Sinclair



Leadership - The Present

AFOA Manitoba Board of Directors

AFOA MB Board of Directors

- Jeannie Carriere, President
- Marlene Waterston, Vice-President
- Allan Munroe, Treasurer
- Suzanne Barbeau-Bracegirdle, Secretary
- Sheryl McCorrister, Director
- Mary-Jane Monias, Director
- Yolanda Roulette-Baptiste, Director
- Gina Maxfield, Director
- Kathy Chief, Director



Leadership - the Present Accomplishments

- ▶ Members: 152 and counting
- ▶ Corporate members: CINUP, Kelty Business Solutions, IMG, Many Nations Financial, and counting
- ▶ Partners: AFOA Canada, CPA Canada,
- ▶ CAFM, CAPA, CIHRP graduates: 64 and counting
- ▶ Employment opportunities and building capacity: Many hold finance and/or HR related jobs in their communities and organizations



Leadership - Present & Future

Maintaining Momentum

➤ Challenges

- Changing labour market
- Trends - i.e. C-19
- Changing needs
- Accountability

➤ Opportunities

- ✓ Passion & Commitment
- ✓ Partnerships
- ✓ Demographics & Engagement
- ✓ Accountability
- ✓ Change management*



Leadership - Present & Future Considerations

Leadership is the most important responsibility in your organization.

To lead effectively, embrace the following:

- ✓ Share your passion & enthusiasm - its contagious
- ✓ Exhibit integrity at all times - even during tough situations
- ✓ Communicate - directly and regularly*
- ✓ Loyalty builds trust
- ✓ Develop your team
- ✓ Empower your team to do their jobs to the best of their abilities
- ✓ Be courageous and vulnerable to build commitment to your vision
- ✓ Act decisively



Leadership - Present & Future

“*The Seven Teachings*”



The *Seven Teachings* are principles of character that guide our behaviour. These principles are shared by Indigenous peoples across *Turtle Island*:

- **Humility** - living our lives selflessly - not selfishly
- **Courage** - facing our fears and challenges by discovering our inner strength and doing what is right for our communities/organizations
- **Honesty** - showing integrity and not deceiving ourselves or others
- **Wisdom** - cherishing knowledge, using it wisely, and living by it
- **Truth** - with ourselves and all others we interact with
- **Respect** - honourable behaviour toward all those we interact with
- **Love** - Loving ourselves to learn to carry all teachings

Leadership - Present & Future Change Management

Change Management - What does it mean?

Defined: A deliberate and formal process for adapting to change by building organizational and individual capacity to meet current and future needs.

What do we need to change? How we do things:

1. Leadership (in the continuous learning sense)
2. Organizational Culture*
3. Organizational policies, processes and practices
4. Accountability - leadership and staff



Leadership - Present & Future

Change Management

We know that change is inevitable as we were and are witness to then, now, and going forward. We must prepare to be able to adapt - not react.

The Change Management Process

1. **Identify the Change:** reason, scope, current & future state, concepts, and readiness
2. **The Details:** changes: process, people, behaviour, information, cost, and risk assessment
3. **The Approach:** stakeholder analysis, resistance, identify CM team & their roles
4. **Implementation:** plans: actions, communication, training, processes, resistance, transition management, readiness review
5. **Monitoring:** key performance indicators (KPIs), behaviour
6. **Evaluation:** what works, or doesn't

Leadership - Past, Present & Future

The Gift of This Hard Work

Organizational Transformation



Leadership, Past Present & Future - Summary

- ▶ Where we came from - honouring the past
- ▶ Where we are now - celebrating the present
- ▶ Where we are now - acknowledging the present
 - Challenges
 - Opportunities
- ▶ Leadership - present & future
 - tool box
 - foundation
- ▶ Change Management - the future
- ▶ Organizational Transformation



Gunalcheesh, Mussi Cho, Thank You

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