



Lessons Learned

Where do we start when the organization's in a

HOT MESS

Presented by: Teresa Dameron & Darlene Lee
Co-owners of Traditional Eagle Solutions, LLC
www.tesllc.biz



TES KNOWS THE HOT MESS

- How TES came to be... the political HOT MESS
- Working with Tribal Enterprises & Tribal Organizations (whom shall remain anonymous)
 - 🔥 Hiring (Driver without a license)
 - 🔥 The Culture of a Bullied Organization/ Tribe
 - 🔥 Grant Management with Tribal Enterprise and Tribal Office
 - 🔥 Grant Writing with a Financial Hot Mess

STRATEGIES FOR HOT MESS #1

Opening the lines of communication in a Culture of Silence



STRATEGIES FOR HOT MESS #2

Detoxifying an Organization's "Climate"

- 🔥 Update Policy and Apply Fairly
- 🔥 Effective and Fair Evaluation Tools
- 🔥 Authentic Employee Appreciation
- 🔥 Action Plans with Significance and Follow Up
- 🔥 Training for Managers



STRATEGIES FOR HOT MESS #3

Understanding the impact of 20th Century Boarding School in the 21st Century Workplace

- 🔥 Managing how we were parented/schooled
- 🔥 Jealous/Envy (demote the importance of others)
- 🔥 Why it is difficult to ask for help
- 🔥 Why Evaluations cause Dread & Anxiety



STRATEGIES FOR - HOT MESS Galore

Common questions and Employee Issues

- 🔥 New or Revised Personnel Policies
- 🔥 How do I improve basic work ethics
- 🔥 What to do with the "*Functioning Alcoholic*"
- 🔥 How to deal with "Sacred Cows"



CALL TES to Help with YOUR HOT MESS



Darlene Lee 402.430.9102
or
Teri Dameron 402.943.9087
or visit www.tesllc.biz

TES's next Training Opportunity for Supervisors

INDIGENIZED MANAGEMENT TRAINING

TRADITIONAL EAGLE SOLUTIONS, LLC (TES)
TES established the Institute for Employment Empowerment, Resiliency, and Advancement TES-ERA to offer unique, cultural resiliency-focused training opportunities promoting effective supervision in our Tribal Communities. TES Professionals across Indian Country, with special relevant expertise, provide supervisors with necessary tools to improve their effectiveness in tribal communities. Take this opportunity to invest in your tribal management staff!

TES-ERA 2018 Fall Training Events:
Indigenized Management 101: What Every Tribal Manager Should Know About Managing in Tribal Communities
Indigenized Management 200: How to Be the Boss without Being Bossy

Participants will gain an understanding of effective practices that maximize their supervisory competency. Through inventories, activities, and individual coaching, participants will improve their skills in:

- Communicating Supervisory Expectations
- Understanding Trust in the Tribal Work Environment
- Empowering Employees: Strategies to Breakdown Silos
- Performance Evaluation: Accountability—without scolding or shaming
- Encouraging a Team: Flattening the Hierarchy
- And More, Real, Indigenized Work Applications

Indigenized Management 101: October 8th & 9th (Omaha)
Registration by September 8, 2018
Indigenized Management 200: November 13-16 (Omaha)
Registration by November 8, 2018

PARTICIPANTS ARE RESPONSIBLE FOR ALL TRAVEL & LODGING
Group Rate available at Homewood Suites \$109/night
(Use code M101 or M200 when making your reservation) (Gov. Employment ID required)
 1314 Cumming Street, 402-345-5100

“CEUs Available” **LITTLE PRIEST TRIBAL COLLEGE**
“Our Mission: “We Teach and Educate We’re Tribal”



TES-ERA
 TES Institute for
 Employment
 Empowerment,
 Resiliency &
 Advancement

*Promoting Cultural
 Resiliency
 throughout Indian
 Country*

Registration Fees:
 IMGT 101: \$350
 Per Person
 IMGT 200: \$600
 Per Person

Questions?
 Contact Darlene Lee,
 (402) 430-9102

A Special Thank
 You to our Co-hosts
 NPS MWR
 (Midwest Region)
 Office of American
 Indian Affairs for the
 meeting facility!

Register at
www.tesllc.biz
 (events tab)