



LEADERS & TRADITION



18 PARTICIPANTS FROM 13 DIFFERENT TRIBES

NUMBER OF PARTICIPANTS, STATES REPRESENTED, & TRIBES

9 mentors
6 - Montana
1 - NV
1 - Idaho
1 - Wyoming

9 proteges
4 - Montana
1 - South
Dakota
2 - Idaho
2 - Wyoming

Chippewa Cree
Crow
Navajo
Blackfeet /Blood Tribe
Shoshone-Bannok
Northern Cheyenne
Northern Arapahoe
Chippewa Cree out of Rocky Way
Confederate Salish and Kootenai Tribes
of the Flathead
Cheyenne River Sioux Tribe Band:
Minniconjou/Itazipco
Cowlitz/Shoshone

CULTURALLY-SPECIFIC ACTIVITIES NOT INCLUDED IN NON-NATIVE AMERICAN LIS



Spirituality, Prayer, Smudging, Humor



Understanding Cultural Differences That Make
A Good Leader In Mainstream Versus Native
Communities (Natives Working With Natives)



**COMMON
BACKGROUND,
EXPERIENCES, &
COMMUNITY NEEDS**

RECOMMENDATIONS



Provide an environment that facilitates cultural traditions/activities



Be aware of behaviors
(e.g., pointing at people,
interrupting conversation)
that might be offensive



Schedule smudging time in the morning and afternoon

Use a Hotel With a Sauna To Simulate
a Sweat Lodge



Include a Native elder (e.g., as mentor trainer, guest speaker) to be available to help with protégé anxiety and other issues that come up.



BE RESPECTFUL OF TIME

(E.G., INCORPORATE FLEXIBILITY INTO SCHEDULE)





**HAVE A ROOM AVAILABLE FOR AFTER-
HOURS DEBRIEFING**

*'Indians' need time for discussion/
processing--- Bill Martin, 2009*

A thick, braided rope hangs across the top of the frame against a clear blue sky. Tied to the rope are a black garment and a white, textured object, possibly a piece of fabric or a small bag. The text is overlaid on the right side of the image.

Do not 'exploit' Native Americans
by putting participants on display
or calling undue attention to
their cultural rituals

IMPOSSIBLE_{TO}

**INCLUDE A CULTURAL COMPONENT THAT WILL
PLEASE EVERYONE**



**MOST TRIBES HAVE SOME SIMILARITIES
(E.G., SMUDGING, PRAYER, TALKING
CIRCLE, EYE CONTACT, SPEAKING SOFTLY).**



**INCORPORATE SOME OF THE
MEDICINE WHEEL IN
THE PRESENTATIONS
BUT NOT AT THE EXPENSE
OF OTHER ASPECTS
OF THE TRAINING.**

**WE ARE OFFERING LEADERSHIP TRAINING – NOT A
TRAINING IN CULTURE.**





**'INDIANS' EXPECT THE DOMINANT CULTURE
TO BE TASK ORIENTED, PROJECT MINDED,
AND TIME SENSITIVE.**



Do not 'dumb down' the curriculum
"Do not lose the curriculum within the culture"



**NATIVE AMERICAN LI GRADUATION:
SEPTEMBER 28-29 KWATAQNUK RESORT
POLSON, MONTANA**