

Growing a Leader: Community Organizing to Address Violence Against Native Women



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What is Leadership?



☞ What is your definition?

Working Defintion

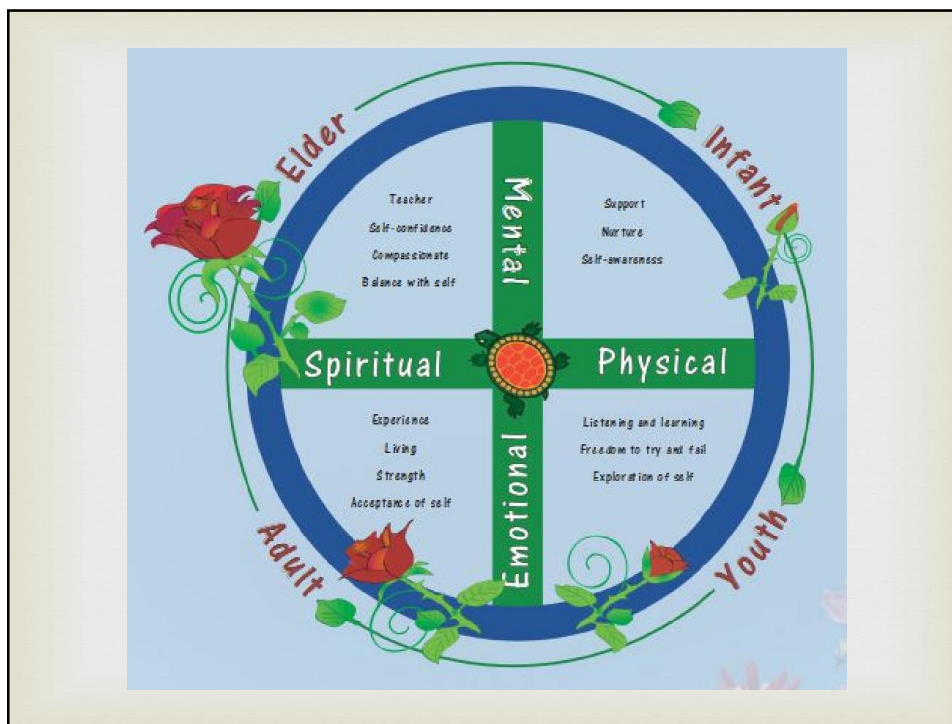


- ☞ Responsibility and obligation
- ☞ Passion and opportunity
- ☞ Leadership development is an intentional effort through guided experience to help individuals learn, grow and change

Growing a Leader: Community



- ☞ In order to make meaningful change engaging community is critical
- ☞ Every person is at a different stage in their growth, development and comfort
- ☞ It is important that education is done in a way that is accessible to the community



Growing a Leader



- ☞ What do we need when we are at each stage?
 - ☞ Infant
 - ☞ Youth
 - ☞ Adult
 - ☞ Elder

- ☞ What are our responsibilities to people who are at each stage?

Growing a Leader



- ☞ Each stage does not necessarily correlate with chronological age.
- ☞ At any given point in time in our growth, we can bounce forward and backward into stages.
- ☞ We need to be patient and aware of ourselves and be aware of the constant duality of growing as a leader.

Infant



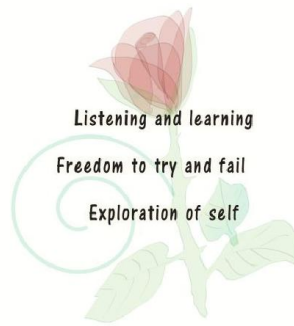
Infant



Youth



Youth



Listening and learning

Freedom to try and fail

Exploration of self

Adult



Adult



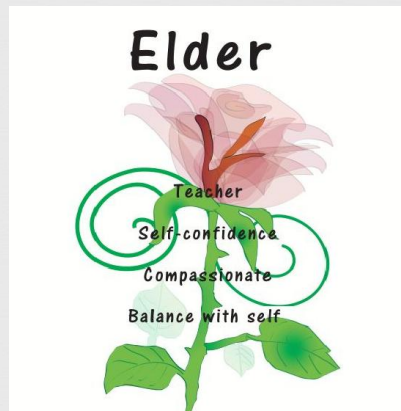
Experience

Living

Strength

Acceptance of self

Elder



Native Style



- ☞ Must develop our own natural style
- ☞ Practices consistent with our personality
- ☞ Genuine sincerity over knowing everything - artificial styles tend to be distrusted and ineffective



How fast you can run (for most) is fixed
How far you can run is not

Remember...



- ❧ The primary responsibility for leadership development resides with the leader
- ❧ Leadership cannot be taught but it can be learned – help people know how to learn
- ❧ Human wiring is (somewhat) fixed
- ❧ Individual performance can be improved

The Failure to Learn



- ❧ Absence of timely feedback
- ❧ Fail to acknowledge mistakes
- ❧ Do not experience consequences of decisions
- ❧ The deception of our opinions being “right”



Positive Motivation



- ☞ Express confidence in their ability to step up
- ☞ Clear sense of direction
- ☞ Lots of talking/ dialog
- ☞ Defined goals with frequent feedback on performance

Practical



- ☞ It needs to be action oriented
- ☞ Define leadership development within your context
- ☞ Identify the need and match the solution to the need
- ☞ Help individuals to learn, grow and change

Example:



☞ Development plan for Mary, the new staff person at Domestic Violence Program

| Goal | Leadership Development Activity | Timeline |
|---|--|-----------------|
| Learn how to run a small donor campaign for community feast | Have Lisa teach her one-on-one showing how she organizes feasts and her list of donors | Next month |
| Develop more confidence as a facilitator | Give her opportunities to lead staff meetings | Next six months |
| Develop public speaking skills | Have Mary present on the history of the DV program and services offered | Next year |

Growing a Leader



- ☞ Remember- this is a natural, life-long process
- ☞ It not only allow us to grow as leaders, but it gives the opportunity for others to lead with mentorship and support behind them!

Contact Information



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