

Bagley replaces Brunoe

Tribal member promoted to assistant manager of Kah-Nee-Ta

by Cynthia Stowell

The bad news at Kah-Nee-Ta recently was the loss of the assistant manager -- who was a tribal member.

The good news is that Kah-Nee-Ta has a new assistant manager -- who is also a tribal member.

Al Bagley, 35, was promoted from his position as night manager effective May 1, according to resort manager Bill Pauli. And while Bagley is still walking the floor every night training replacement Cecil Brunoe, Jr., he is also spending a couple of hours each afternoon being briefed by Pauli about his new responsibilities.

Bagley will oversee the operations of the front desk and the related areas of reservations and sales, as well as housekeeping and eventually grounds and maintenance. Two years in Kah-Nee-Ta's management training program have paid off in a big way for Bagley, who succeeds Garland Brunoe in the resort's second highest position.

Brunoe left Kah-Nee-Ta last month to pursue an opportunity in a Portland-based wood products company. He had been the assistant manager for 1 1/2 years and was in line for the top management job. Feeling both a personal and professional loss, Pauli reluctantly advertised for a new assistant and was surprised one day when Bagley walked in and applied for the job.

"I had underestimated Al's desire to extend himself and his belief in his own ability," remarked Pauli. Bagley even surprised himself. "I didn't consider the job when it was first advertised," he said. "But then I thought about how good it would be for the tribal members to see an Indian in this position."

"This is our place and tribal members should be making decisions for Kah-Nee-Ta," Bagley continued. Pauli is as pleased as Bagley about the choice. "Any opportunity we have to promote a tribal member, it's a plus for everybody," said the manager.

Pauli professes a deep commitment to "finding, identifying



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and training a tribal member to be my replacement." While much of his effort is going into shaping up the resort "so a tribal member might inherit a profitable business," he is also putting energy into the employment and training of tribal members. "I think we're making positive strides in this area," commented Pauli. Bagley's promotion was one of those strides.

The job of resort manager is attractive to Bagley, who is looking forward to working closely

with Pauli and acquiring the experience and education necessary for management. Pauli in turn will be watching Bagley for further signs that he is suited for top management. So far he is impressed.

"Al is very, very sure of himself without being cocky," commented Pauli. "He is tactful and diplomatic in guest and employee relations and has displayed a very high degree of common sense. He's progressed every month that I've been here."

Bagley admits that he has come a long way since his first days at Kah-Nee-Ta when he was "self-conscious and shy." Having been a laborer in the woods and the mill all his adult life, he found working with the public and making decisions a bit demanding. Now he feels comfortable talking with people, handling sensitive problems that come up with guests and employees, and working as part of a management team.

The new assistant manager credits the management training program for the confidence and sensitivity he has developed. Bagley considers himself a good example of the value of internal training and promotions. Hiring from the outside invites the turnover in management that has plagued Kah-Nee-Ta, he feels. "When you work here daily you get to know the place," he said. If management is to be the team effort he feels it should be, there must be continuity in ideas and experience so momentum can build.

Bagley's rotation through the various departments has also made him sensitive to employees' needs and problems. His conversation keeps coming back to employee relations and the importance of good communication between management and staff. If employees are not happy, the chances are the guests will not enjoy their visit, he believes. "All the potential is here," said Bagley of the resort. "We have a lot to offer visitors and it is the employees' job to make them happy while they're here."

As assistant manager Bagley plans to be responsive to employees' needs and hopes to eliminate some of the misunderstanding that now exists between them and management. Employees deserve better pay and more rewards for good performance, he feels.

But employees have to make sacrifices, too, stressed Bagley. "People who work here should be prepared to work long hours. You have to dedicate yourself to the place or it's not going to run right." His advice to tribal members who want to work at Kah-Nee-Ta is to "hire on with plans to stay here."

Bagley would like to see Indian employees emerge from the behind-the-scenes positions they seem to prefer and learn to feel comfortable meeting the

public. Indians should be more visible at Kah-Nee-Ta both as employees and guests, Bagley feels.

Improving the attitude of the tribal membership toward Kah-Nee-Ta is another of Bagley's goals. He regrets the fact that many locals resent tourists and feel uncomfortable and discriminated against as guests. The reservation could be more integrated with the resort, feels Bagley. He would like to see more powwows and cultural activities at Kah-Nee-Ta and more reservation events publicized for the guests' benefit. One way he hopes to Indianize Kah-ee-Ta is to tape Indian powwow music and play it on the P.A. system instead of Muzak.

Bagley has many dreams for Kah-Nee-Ta. Once some of the plant and service improvements are made, he would like to see Kah-Nee-Ta expand -- in rooms and activities. A museum and theatre would draw more people and increased activities at the Village would give young people more to do. Bagley is in favor of any recreation that would not "abuse the land" or give Kah-Nee-Ta the wrong image. Gambling would be profitable, he admitted, but would create security problems and unmanageable growth. "I have too much respect for the elders to do that," said Bagley of gambling.

Winter business must pick up, noted Bagley, and one way to attract people is with special off-season rates or package deals. Bagley is tossing around the idea of offering rooms and special events to athletic teams participating in tournaments at the Warm Springs community center.

A resort doesn't run with one person's ideas, realizes Bagley, and he considers good management to be a team effort. The assistant manager expects to work with Pauli as "one body" helping with decision-making and learning more about long range planning. "I've already learned a lot from Pauli", Bagley remarked, but he intends to continue reading on his own time and hopes to acquire formal hotel-motel management certification.

"I have a lot to contribute to Kah-Nee-Ta and I'm getting support from employees and the Tribal Council," said the assistant manager with optimism and confidence in his voice.

Extension Notes

from Pennie Albrandt and Clint Jacks



4-H Summer Camps set

This summer you can attend not only one but two outdoor summer camps. Our own Camp Morrow near Tygh Valley will be July 1-5 and Camp Yamhill south of Portland will be June 17-22.

Both camps will offer many fun activities such as camping, fishing, swimming, crafts and just being able to meet many nice people. Camp Morrow will cost \$25.00 for the week and

Camp Yamhill will cost \$42.00. Transportation for campers to both camps will be provided by Extension.

If you are interested in attending one or both camps, sign up at the Extension Office by May 31st or call Pennie at 553-1161 ext. 238. More information about both camps is available at the Extension Office or will be sent to you when you sign up!

IDEAS Things to Do With Your Children



FEEL BOX

Take an old shoe box or other box with a lid; cover it with bright paper or paint it with fun colors. Inside the box have objects with different textures or "feel" such as rough -- smooth, soft -- hard, long -- short, etc. Things like cotton balls, dried leaves, a plastic cup, sponge, rock, fabric samples, and old spoons.

Have your child reach in and try to describe what he is feeling. You're there to help supply the words, if needed, to help the child understand the differences he is feeling. Again, the very young child may be more interested in "seeing" than feeling in the beginning.

Extension Events

- Thursdays, May 24th and May 31st: Pennie Albrandt will be available to give sewing help from noon - 1:00 p.m. and 6:30 - 8:30 p.m. at the 4-H Room above the Daycare.
- Wednesday, May 30: Sign up by this day at the Extension Office if you will need transportation to the OSU Mini College in June.
- Thursday, May 31st: Deadline to sign up for 4-H Summer Camps at camp Yamhill and Camp Morrow for 4th, 5th and 6th graders. Call or sign up at the Extension Office.
- Friday, June 1st: Deadline to sign up for OSU Mini College classes at the Extension Office.
- June 1st: Log Spring-Coyote tour of erosion and discussion of Northend Rideboss System. All interested individuals invited to attend Leave 8:30 a.m. Old Administration Building. Bring lunch.