

Employee development is their main concern

"Where can I go from here?" Employees of the Confederated Tribes of Warm Springs in general have a desire to learn and if possible to advance in position. Often, though, skills need to be acquired and developed for better understanding of particular jobs and the overall concern of the Tribes. So, "Where do I go from here?"

The Employee Development Department exists for the purpose of helping employees increase skills whether it be for their current job, transfer, or with advancement in mind.

Employees, working with Rudy Clements and Pinky Beymer, can receive training in skills ranging from Emergency Medical Training to shorthand or managerial skills. Clements, as department manager says, "Our program has a lot of flexibility and potential for employee development."

The Employee Development Department was created after a task force study showed the need for a way that tribal employees might develop their skills. Many of the training programs in the various departments were being duplicated. To save money and duplication it was determined that training could be organized to facilitate several different departments at once. It could be ongoing and it would be of benefit to the tribal employees, especially tribal members.

The task force study made some interesting findings in regards to employee training. The first finding as listed in the task force study determined as previously stated, that training was uncoordinated. There were no efforts for joint planning in the various departments.

In training that does take place there is little assurance that training is consistent with overall tribal priorities.

It was found that there was

little training provided in management and supervision.

Supervisors related that they saw the importance of assisting employees with career planning, but have little training or experience in doing so. The study determined that "much of the training desired by managers is particular to Warm Springs. Consequently, the organization will have to develop its own training..."

The study also concluded that even though existing policies make all employees eligible for training, there is an implied tribal member preference.

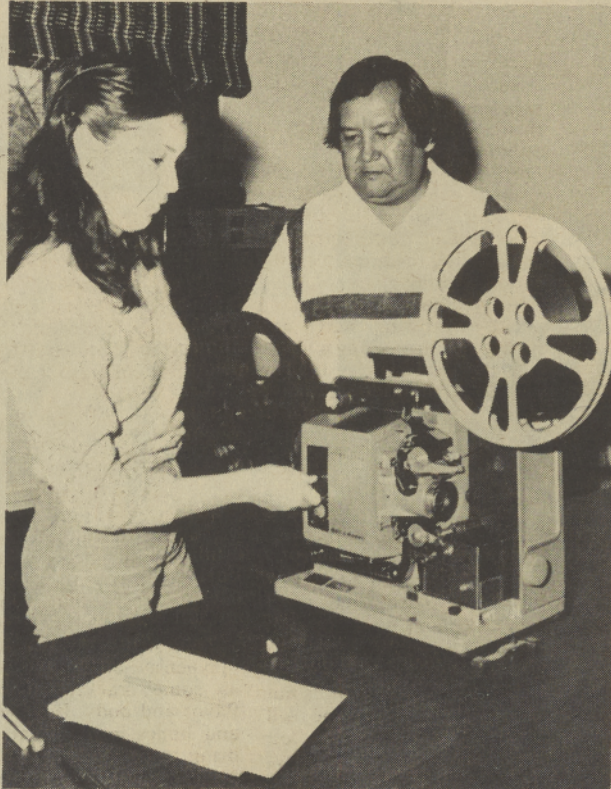
And finally, there appeared to be a shared concern that establishment of a tribal training function and diminish supervision responsibility for employee training.

As a result of these findings the Employee Development Department was created in March of 1981. It began as a small space next to the Planning department in the Warm Springs Administration building, with one person, Rudy Clements.

In October the department moved to the second floor of the Old Boy's dorm. But, Clements says, "there's a lot of things still needed."

As far as meeting employee's needs in the three rooms dedicated to Employee Development he says, "I want to start small and develop the department to meet the needs of the employees."

Several training workshops have already been held under the direction of the Employee Development Department staff. A management workshop was held introducing important essentials of management to tribal members. It covered such elements as planning, organizing, and controlling, motivation and communication. Tribal members who



TRAINING—Employee Development department manager Rudy Clements and much valued assistant Pinky Beymer show films on work situations as well as helping employees plan for advancement.

Spilyay Tymoo photo by Shewczyk

attended this workshop were trained to present the information they learned to other tribal employees. Another Essentials of Management workshop is already scheduled.

The Employee Development Department has recently completed a workshop comparing the management practices of the United States with those of Japan. Social and cultural values are an important part of Japanese management practices. This was brought out along with comparing our management practices with someone else's.

Emergency Medical Training was offered to Fire and Safety employees recently. Shorthand, Storytelling and Introduction to Early Childhood Development was also offered through Central Oregon Community College.

Participants for the workshops are selected and approved by supervisors and department heads. Many of the workshops will be offered repeatedly to accommodate all who wish to attend.

Films and cassette tapes for staff and individual development are available at the Employee Development

Department office. Some of the films include "5 ways to manage conflict," "The power of positive reinforcement," "Basic concepts of motivation" and "Working with troubled employees."

Some of the cassette tapes available include: "Basics of management," "Motivation through job enrichment," "The use of time," "Productive meetings," and "Effective speaking." These are only a few.

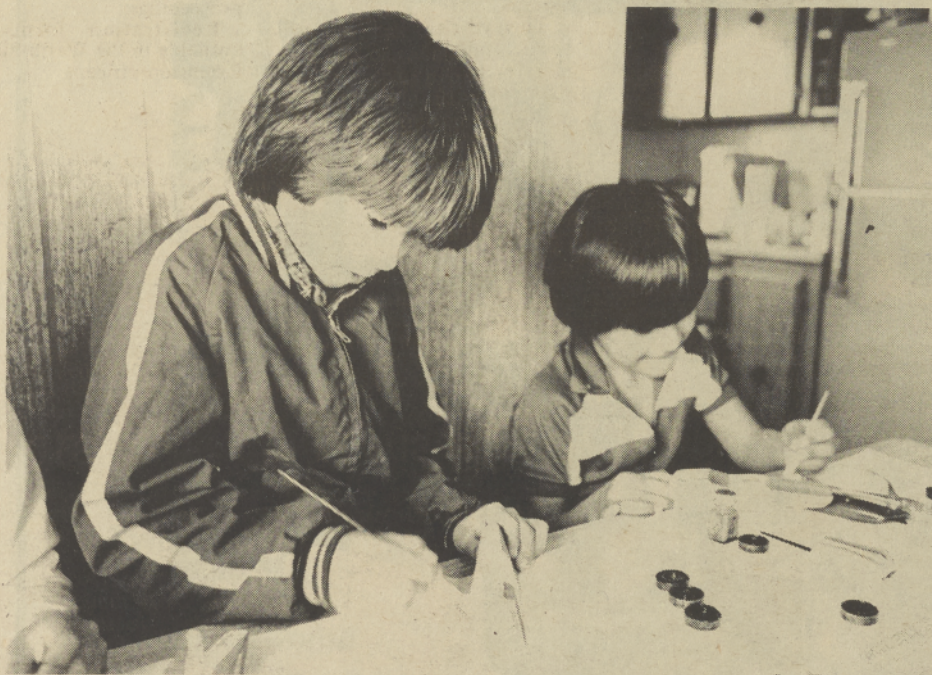
Films and tapes are available upon request for viewing or listening by the entire staff in a department or they can be checked out by an individual. Books are also held in stock.

Department manager, Rudy Clements, stressed the fact that the Employee Development Department strives to work with a department to develop training programs which fit the needs of the department. When the same training program can be applied to several different departments a training workshop to include a number of departments can be arranged.

Clements feels that "management has to make a commitment to the program." He says, "It is the responsibility of management to provide and deliver training and to support it. We're here as a resource to them."

The Employee Development Department, Clements emphasizes, "should not be viewed as the expert. We are a means to assist in the development of managerial skills and other job related skills." The Employee Development Department has resources available and will do what it can to train individuals.

Clements feels "The value of training for a tribal organization employee is going to be a positive criteria. It'll strengthen our whole organization."



Working on cars

Early in February the Warm Springs Cub Scout Dens 1 and 2 gathered to race their individually crafted pinewood vehicles down a 32-foot inclined track. Top finishers in the pack traveled to Prineville for the District Pinewood Derby. Representing Pack 59 were, Woody Picard, Scott Moses, Marvin Arquette, and Gregory Arquette. Cub Scouts meet weekly on Mondays and Wednesdays at the 4-H/Scout Room in the Boys Dorm building. Pictured above are two cub scouts working on their handcrafted cars in preparation for the race.

Spilyay Tymoo photo by Shewczyk

Respect child's view

Parents, teachers and those interested in the development of the brain in children attended a lecture given by Dr. Jake Nice from Oregon State University and holds a doctorate in science education.

His lecture was sponsored by the Title I Parent Advisory Council.

Speaking to the audience Dr. Nice invited the audience to "open your minds." To take a look at education and how it affects the children.

Nice spoke on the concept of left and right brain learning. The left side of the brain specializes in quantitative, logical, analytical and objective learning. The right brain on the other hand is subjective, synthetic, artistic and poetic.

In the schools today students rewarded for their left brain thinking. Seldom is there a reward for right brain thinking, for making relationships or for creating artistically. This type of thinking is made to be of less importance than logical, objective thinking.

The best way to help a child develop Dr. Nice feels is to

encourage activities with both sides of the brain. There should be made available to the child the opportunity to use either side, to allow him to read well or draw well, or both.

Learning to respect children is the answer, Dr. Nice feels. The greatest danger to children, he stressed is "adulthood." Adults do not feel it necessary to respect a child's worldview. But a child's world is much different. With "adulthood" comes a lack of playfulness and a loss of spontaneity.

It is not the responsibility of adults to stifle creative right brain thinking and encourage left brain development. An adult must only give the child an environment where trust and encouragement in learning can take place. The child then can proceed in any direction he wishes with adult support.

Each child will develop to his fullest in a positive environment. One child may learn towards right brain thinking while left brain thinking may be preferred by another. "We have to learn to cherish the differences," Nice says.