

Spirit Mountain Casino

Career Power Development Program Graduation



Photo by Justin Phillips

POWER BROKERS

Tribal members Sarah Harvey, Sanda "Sam" Henny and Mychal Leno from Spirit Mountain Casino's Employee Development program proudly show off some of the Power Tools used to enhance the career paths of Grand Ronde Tribal members. A total of 23 Tribal members recently graduated from the first ever Career Power Development program. The program is designed to increase career opportunities for participating Tribal members. The course lasted 11 months and will begin again soon.

By Chris Mercier

Whether you are a CEO, a security guard or a black jack dealer, know this: The secret to success is learning proper use of *Power Tools*.

Huh?

That may sound a bit odd, but for a few dozen Tribal members, those words echo what they were taught during the 11-month Career Power Development Program. And to them it makes perfect sense.

"Well, it may sound strange at first," admits Tribal member Sanda "Sam" Henny, Spirit Mountain Casino's Employee Development Representative. "But this program is very, very easy to understand."

Henny would know. She had hands-on experience overseeing the initial run of Career Power, an 11-month training program implemented by the Tribe last November. The program began in response to Tribal Council's desires for a way to increase developmental opportunities for members working at Spirit Mountain Casino.

By developmental opportunities what is meant are the possibilities

that arise after an employee has gone through a period of deep self-assessment. Through the training, employees examine their strengths, their weaknesses and how they view themselves and the outside world in general. Thus, after the training, students of the program would realize how satisfying their current position is, the quality of their relationships with others, to what degree have they fulfilled their potential, how they can better do their jobs, or even whether their present job is the job for them. For example, a security guard might complete the program and learn of his untapped talent and secret longing to be, say... a circus clown.

"Well, *that* hasn't happened," said Henny, laughing. "But we have definitely had people learn new things about themselves."

Participants in the program were selected voluntarily, the commitment



By Sam Henny

On Tuesday, October 24, 2000, a recognition dinner was held for the first graduating class of the Career Power Development Program at Spirit Mountain Casino. This training program was facilitated and sponsored by the Tribal Career Development Task Team, which is comprised of Mychal Leno, Employee Development Manager, Sarah Harvey and Sam Henny, Employee Development Representatives.

The Career Power Development program was initiated in response to Tribal Council's request for further development opportunities for Tribal members who are currently employed by Spirit Mountain.

The Tribal Career Task Team is very proud of all the graduates. This training was a great success because of the commitment of the employees and their active par-

ticipation. Also, recognition was given to the Managers and Directors who attended the event and have supported this program throughout the past months; Ty Huff, Chief Financial Officer; Randy Dugger, House Director; Bruce Lattin, Security Manager; Mark Holland, Lodge Manager, and Ron Sabatini, Facilities Manager.

Special 'Thank You' to our speakers at the graduation event:

Camille Mercier — Director Human Resources

Leonette Galligher — Gaming Commissioner

Mike Larsen — Board of Directors

Marion Mercier — Tribal Education Manager

Mark Olson — Human Resources, for filming the event



Photo by Dale Peterson

Congratulations to the following Tribal member graduates:

- Steven Bobb, Jr.** — Surveillance
- Mike Cook** — Facilities
- Tammy Cook** — Guest Services Mgr.
- Iola Galindo** — Lodge
- Patrick Galligher** — Player Services
- Diana George** — Security
- Ken Gregg** — Security
- Trina Green** — Facilities
- Shelley Hanson** — SMDC
- Carol Larsen** — Human Resources
- Eva Lauber** — Human Resources
- Bob Leno** — Facilities
- Fred McGee** — Surveillance
- Bruce Parazoo** — Table Games
- Hazel Pederson** — Lodge
- Marilyn Porter** — Human Resources
- Ron Reibach** — Facilities
- Susan Reyes** — Lodge
- Larry Risteen** — Lodge
- Candy Robertson** — Marketing
- Jesse Robertson** — Uniform Services
- Lewis Younger** — Facilities
- Bekki Youso** — Human Resources

For more information: CAREER POWER DEVELOPMENT

Sam Henny
503-879-3896,
or the task team
503-879-3730
Mon.-Fri., 8-5 p.m.