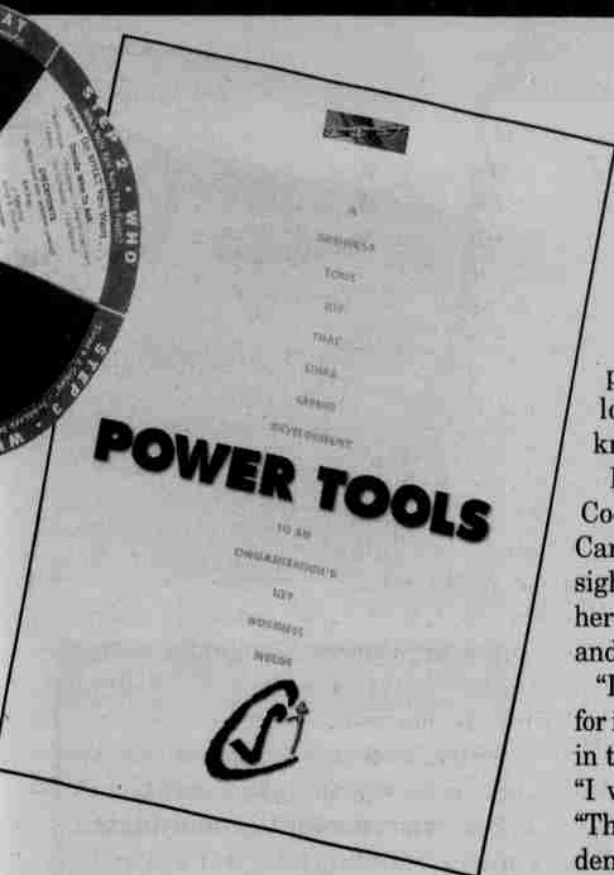


## ates 23 Tribal Members



being only two classes per month. The classes met at the casino's Human Resources building, and every person was given a mentor. From then on, the participants went through a series of modules, or chapters of the training that focused on a specific career area. On occasion the trainees would work together and other times work independently.

Included in the training were a number of instruments, also called the *Power Tools*. Notable amongst them was the *Value Ledger*, a folder wherein was listed numerous personal values, for example "Having High Income" or "Being Independent" or "Having Authority Over Others." Trainees were to select their seven most important values and then had to assign "Value Dollars" from a set amount to illustrate how their values are prioritized.

Sound strange? Well, there's more. Try the *Feedback Wheel*, or the *Career Action Inventory*, both of which take some time to figure out.

Although offbeat, nobody would laugh at the results. The program began with 43 Tribal members, 23 of who went on to complete the course. According to Henny, that's not bad for a pilot program.

Grand Ronde was not the first stop for Career Power. Career Systems International, a division of Beverly Kaye & Associates, Inc, designed the program. Dr. Beverly Kaye is a respected authority in the career development field. She has written books on the subject, and her company is has gone worldwide with its training programs.

Career Power has definitely lived up to its reputation, according to this class of trainees. An afterglow still resides in Tribal members who completed the program.

"This helped define what was important to me and how those things can change," said Tribal member Bekki Yuoso, who works in Human Resources.

Yuoso admits she was put off at first, particularly by the program's unique approach. But now she agrees with Henny that the method could not yield any clearer results.

"This taught me that my education is never complete," she says. "I've

learned to be happy with myself and with my job."

Tribal member Marilyn Porter concurs.

"This helps you realize your own potential," she says. "And for a lot of Tribal members we don't know that about ourselves."

Porter works as an Employment Coordinator in Human Resources. Career Power has given her new insights already. She plans to add to her skills by learning a new language and acquiring more clerical skills.

"I've learned there is always room for improvement," she says. "Not just in the career, but at home, too." "I would take it again," she adds. "This has brought out some confidence in me."

Tribal member Lewis Younger, Maintenance Supervisor at Spirit Mountain, offers no less of an opinion.

"This gave us an opportunity to develop a sense of worth," he says.

Younger started out as a maintenance technician over a year ago, and attributes his ascension into a supervisory level to Career Power.

"This has given me the skills to communicate effectively with others," he says. "And because I've become so focused, my managers were able to see my potential."

Part of the success of Career Power, Henny says, is that trainees are taught, above all, that virtually everything is in their hands, that no matter what, people control their own lives.

"We just guide the participants are still in the driver's seat," she says. "And we remind them of that."

Furthermore, she contends, people need to dispel the erroneous notion that Career Power is solely about self-advancement. The emphasis of the program, she says, is self-enhancement and self-awareness.

"This is not necessarily a 'moving up' scheme," she says. "This is moving up, moving sideways, moving down — we just want people to find what situation suits them best."

Henny is immensely pleased with the results of Career Power. Already plans for the next program are underway, and they have even added a second tier — a leadership program, where previous participants will act as the mentors. She sincerely believes that Career Power is suitable for anybody.

"I invite Tribal Council to come down and participate," she says, with a wink.

Henny hasn't been the only one impressed with Career Power. Mike Larsen, former Chairman of the Spirit Mountain Development Corporation Board of Directors, who has done similar training, likes what he sees.

"It's good to see people further their abilities," he says. "This gives people tools to let them look at themselves and to look at others."

"I know that quite often people will walk away from something like this with a new outlook," he adds. "And usually for the better."

## Tribal Gaming Commission gets New Executive Director

By Brent Merrill

From the desert to the rain.

The Tribe's new Executive Director of the Gaming Commission Eric Reiss, who comes to Oregon from Arizona, said he and his wife Bridget like the rain and welcome the change in scenery.

"Coming from Arizona it (the weather in the Northwest) is a little bit different," said Reiss in an understatement. "A little bit greener and wetter. We like it — my wife

and I. We're really enjoying the weather."

Reiss started his gaming career while working in Parker, Arizona for the Colorado River Indian Tribes (Mojaves, Navajos, Hopis and Chemehuevis) — it is also the place that he met his wife who is a member of the Tribe.

"I worked on the gaming floor of the Tribe's casino as an inspector and my wife worked there too," said Reiss.

For Reiss, it was his first experience in Indian Country and he wondered how he would be accepted.

"It was a different experience — the Indian culture," said Reiss. "It was the first time I had any experience working at a reservation or even near a reservation. I wasn't sure when I first started working how I was going to be accepted. The office I worked for was probably 90 percent Native American. Here I was an outsider and I didn't even grow up in Parker. So I didn't know how well I would be accepted, but everybody was great to me. I met my wife there and I made great friends there. I wasn't sure whether her family would accept me and they did and it has been great. I just had a great experience there."

Reiss then shifted gears and stepped up to a job with the nearby Salt River Pima Maricopa Indian Community. Reiss started out as Chief Inspector for the Pima Maricopa Tribe's gaming commission and quickly became the Executive Director in 1995 after an unexpected personnel change.

Reiss' unlikely career in gaming started out in accounting and worked its way through the Federal Bureau of Investigations (FBI).

After being born in New York, Reiss and his family moved to Phoenix, Arizona when he was 11. Reiss attended Arizona State University and graduated with a CPA degree and went to work for a large accounting firm in Phoenix.

From there, Reiss was recruited to join the FBI as a special agent during the nation's bank loan scandals of the early '90s. Reiss explained that the FBI was looking for new agents with an accounting background and that led to his recruitment.

After passing an extensive background check that took nearly a year to complete, Reiss joined the FBI and was off to the academy in Quantico, Virginia.

After being an accountant, Quantico was a different world.

"I had never shot a gun in my life before," said Reiss. "It was a totally different experience. It was fun, but it was a lot more physical. Before long we were wearing camouflage and acting out arrest scenarios. It took awhile to get used to, but the training was excellent. The people, the instructors were great. I had a good time."

Reiss made a name for himself in the FBI by busting up a multi-million dollar fraud ring based on an informant's tip and participating in the Gang Task Force with the Los Angeles Police Department.

Soon, he tired of the L.A. scene and moved back to Arizona, met his wife and started a career in Indian gaming.

Reiss applied for the position in Grand Ronde in September and shortly after that he and Bridget were moving to Salem.

"My wife was born and raised in the desert," said Reiss. "When we were driving up here she saw all the trees and all the colors — she asked me 'are those trees dead?' 'I said no it's fall here — they actually have seasons here.'"

Getting used to the climate isn't the only thing Reiss has been doing since starting his new job in Grand Ronde — he has been getting familiar with the Tribe's gaming regulations, standardizing the gaming commission employee policies and procedures format and learning the Tribe's gaming compact with the State of Oregon.

Welcome to the family and get ready for the rain because it is just getting started.



Eric Reiss

Photo by Brent Merrill