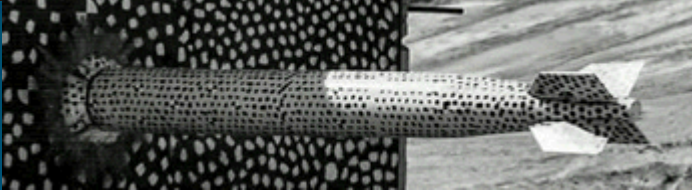
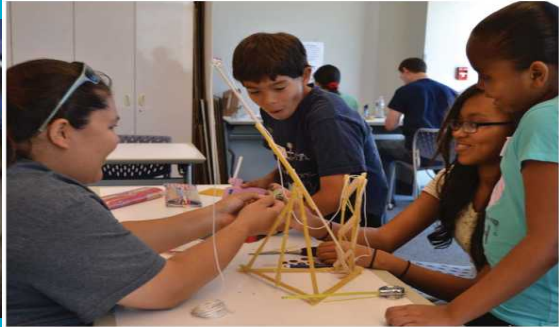




SAND2018-2553C



AMERICAN
INDIAN
OUTREACH
COMMITTEE



Balancing Leadership Styles of the Western and Indigenous Worlds

PRESENTED BY

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Western Leadership Styles



Coercive

- Immediate compliance
- “Do what I tell you”
- Drive to achieve
- Crisis
- Negative



<http://www.careerprofiles.com>

Authoritative

- Mobilizes
- “Come with me”
- Self confidence
- Change require
- New vision
- Most strongly positive



<http://respectandleadership.net/sixleadershipstyles.html>

Affiliative

- Harmony
- “People come first”
- Empathy
- Heal team
- Positive



<http://vantagepoint.com>

Democratic

- Forges consensus
- “What do you think?”
- Collaboration
- Build buy-in
- Positive



<http://weeklypulse.org>

Pacesetter

- Sets high performance
- “Do as I do, now”
- Conscientiousness
- Quick results
- Negative



<http://marchello.hubpages.com/hub/Best-Leadership-Styles>

Coaching

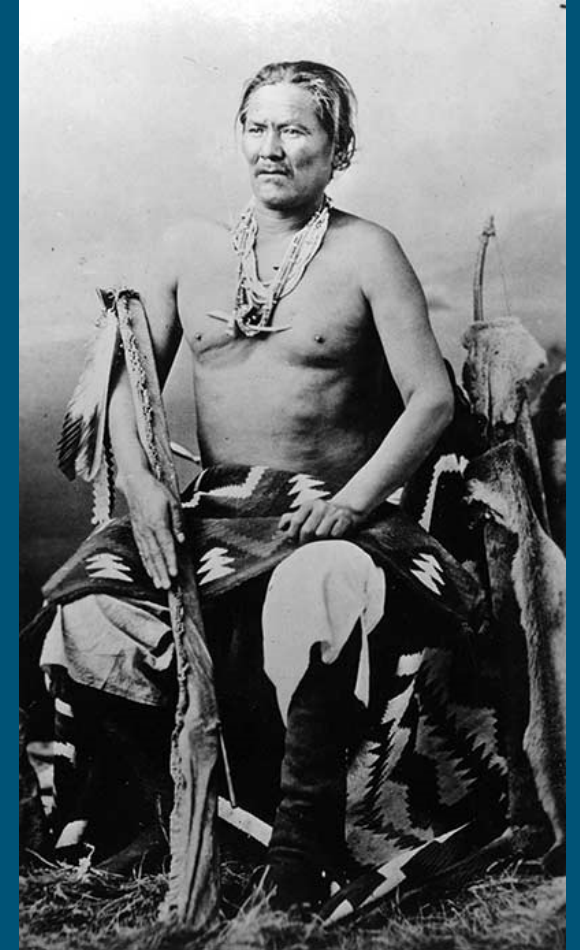
- Develops people
- “Try this.”
- Developing others
- Help employee improve
- Positive



<http://blogs.warwick.ac.uk>

The Image Indigenous Leadership

- Chiefs are the rulers of the people
 - Warriors
 - Wise
 - Strong
- Leadership is passed down through family lineage
 - Father to son/daughter
- Aspects of this may be true for some tribes, it's not the whole picture for Navajos



<https://navajotimes.com/opinion/essay/guest-essay-chief-manuelitos-words-still-true-today/>

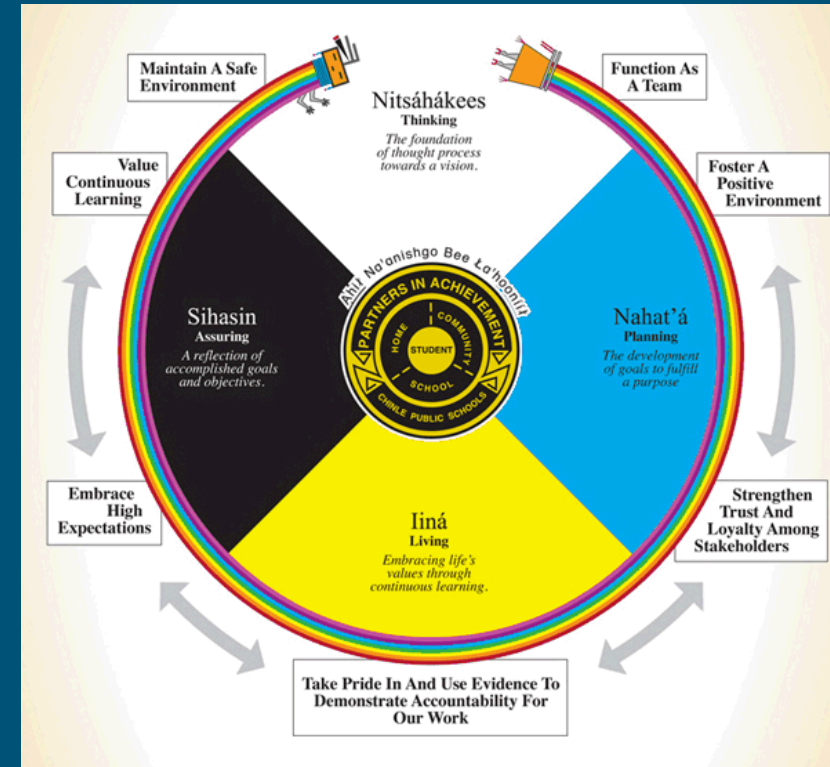
Navajo Leadership – a shared responsibility

Historical Leadership

- No Chiefs, Navajos lived in family units
- Leadership positions varied based on “expertise”
 - Ex. Internal family matters, Medicine, War Tactics, etc.
- Often a leader was sought based upon the problem at hand

In Practice Today

- Evidence of shared leadership roles:
 - Matrilineal Society – Eldest Grandmother is often the head of the household
 - Uncle (most of the time the eldest) – leader for the younger men
- Navajo Government – split into 3 Branches (Executive, Judicial, & Tribal Council)



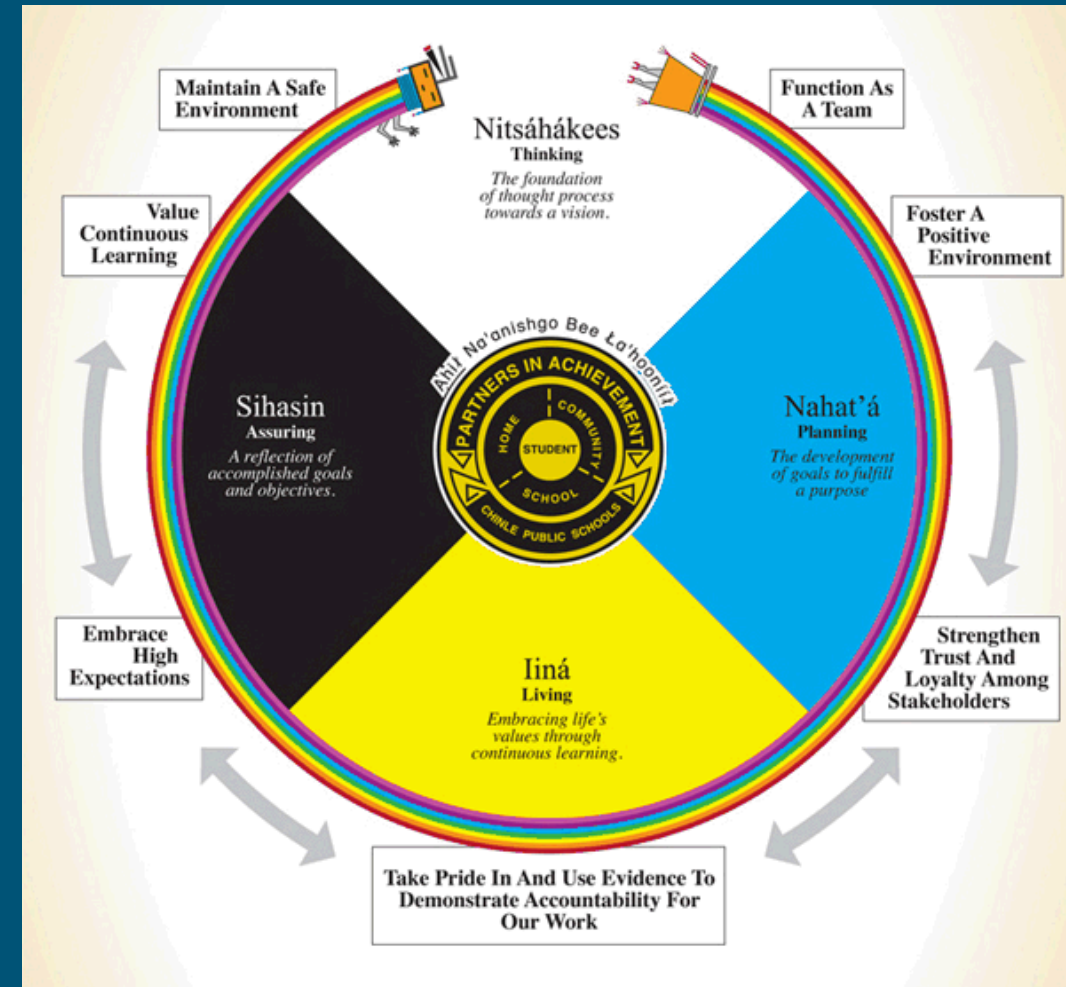
Case Studies

- Divide into groups
- Discuss the Scenario as a group (10 mins)
 - Try to identify the type of leadership style(s) that are needed to approach the situation
 - What are some resources this leader could use?
- Select a person to represent your group
 - What leadership style(s) would work best in this situation?
 - What solutions did your group come up with?

Ground Rules

- R-E-S-P-E-C-T
- Confidence – what is said here, stays here
- Using “I” statements; don’t over-generalize
- No single right answers
- All voices are welcome
- Share only what you are comfortable with
- Others?

Leadership Styles



Scenario 1: Jenna

- Jenna is the Project Lead for her team.
- Jenna has been worried about a project deadline that is rapidly approaching and one of her team members, Scott, hasn't shown any progress towards completing his part of the project.
- She's asked repeatedly for status updates and Scott has only said that everything is on track with no parts or test results to prove it.
- The project deadline is in a month.

Scenario 2: Jared

- Jared was recently asked to be the project lead on a major project.
- He's never been a project lead before, but thinks the team should be able to finish early.
- He holds weekly team meetings and visits team members daily to check on their progress.
- After 3 months, Jared's team starts complaining that the schedule is too aggressive and his daily visits are intrusive to their work.

But is there a connection?

A story from Navajo Emergence:

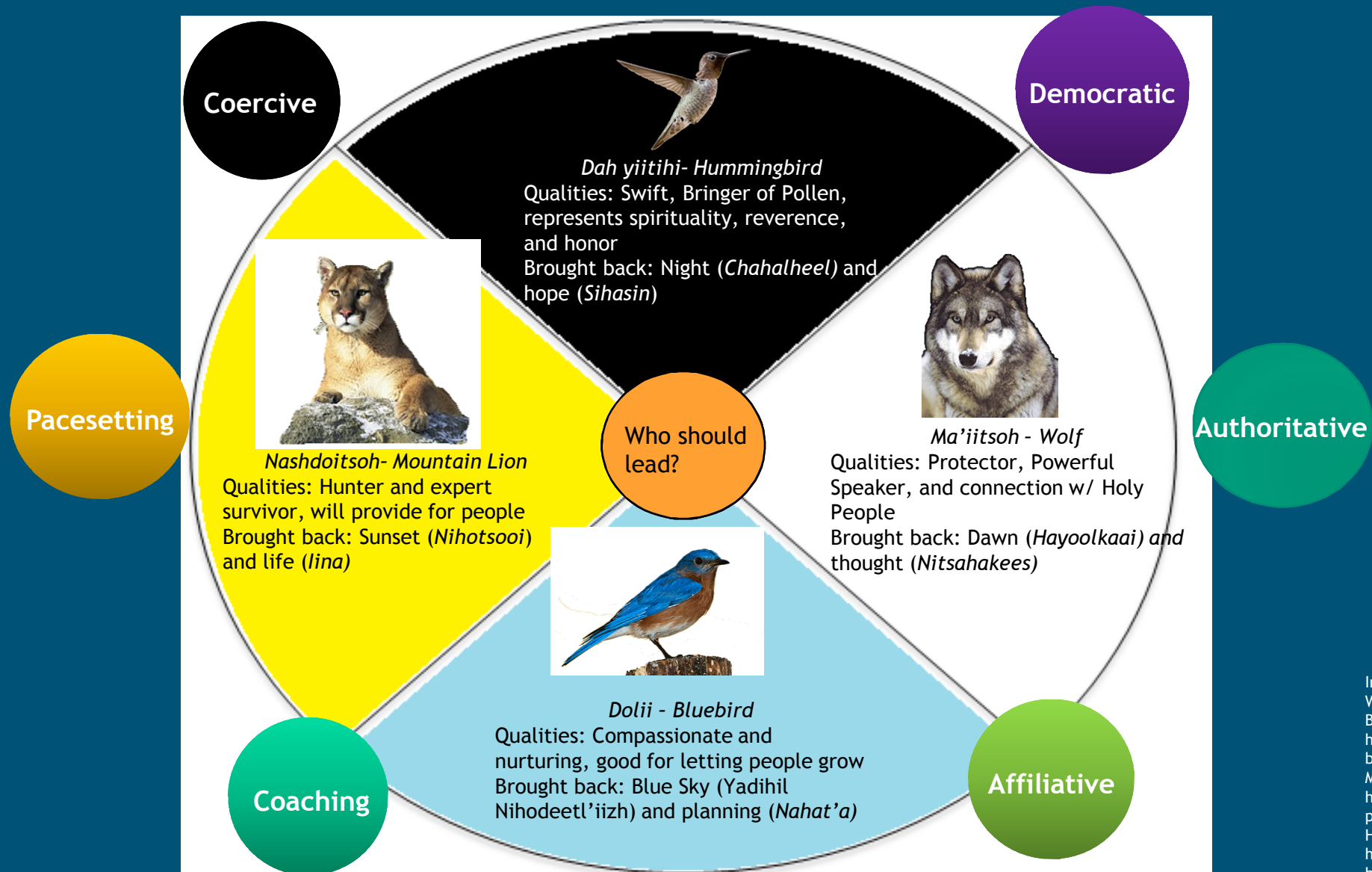
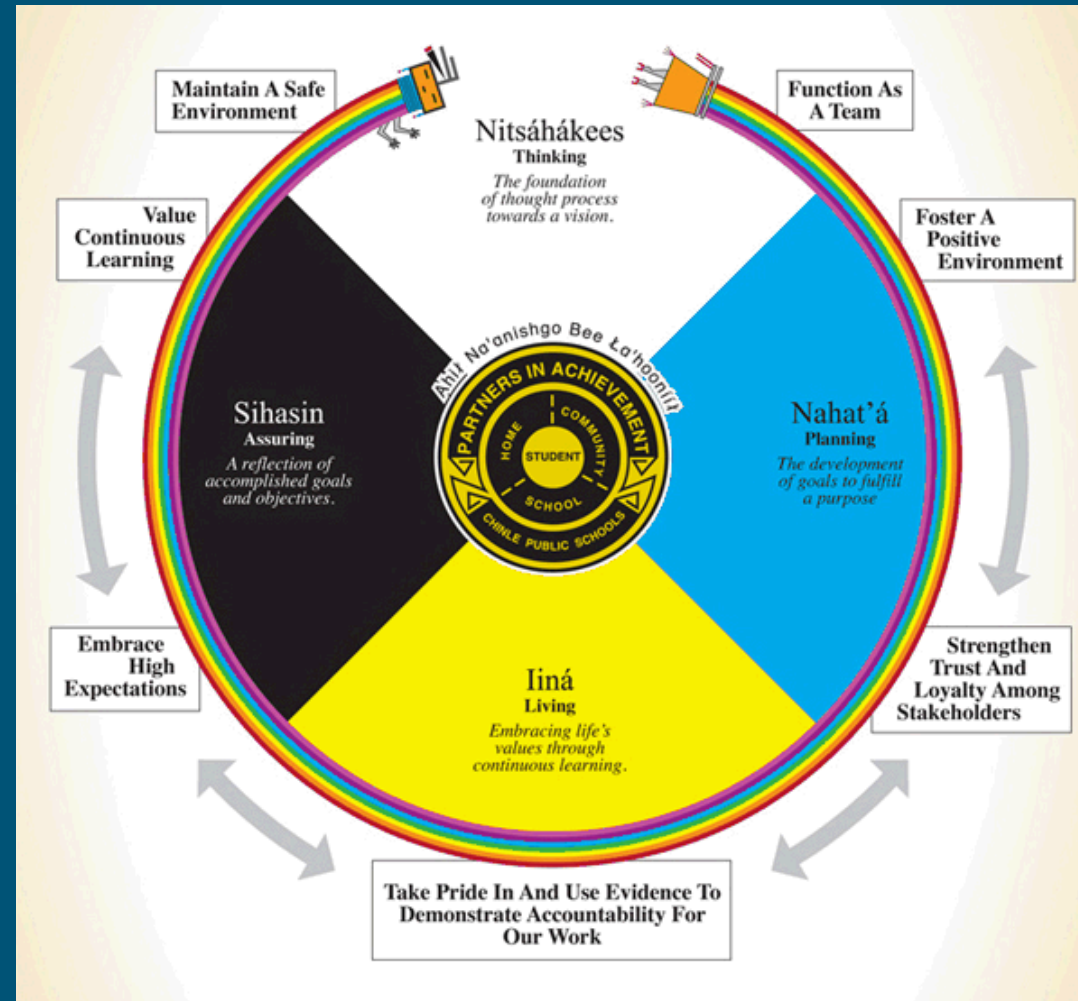


Image sources:
 Wolf - freepngimg.com
 Bluebird -
<https://pixabay.com/en/bird-bluebird-bird-png-nature-1232416/>
 Mountain Lion -
<https://mountainlion.org/us/-us-population.asp>
 Hummingbird -
https://pngtree.com/freepng/small-hummingbird_2345851.html

What makes a good leader?

There is no single answer – different situations need different kinds of leaders.

BE YOURSELF!



Thank You!