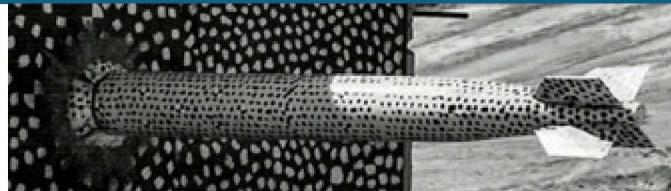


# Native Contributions – Creating and Supporting Effective Teams



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**Nuclear Material Management and MC&A**



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## Introduction: Speaker

Todd Dunivan is the Department Manager for Nuclear Materials Management and Material Control and Accounting (MC&A) at Sandia National Laboratories. Mr. Dunivan is a long standing AISES member whose American Indian heritage is Hunkpapa Lakota. He holds a M.S. degree in International Relations from Troy University as well as a B.A. in Political Science and M.B.A. from the University of New Mexico.



# Introduction: Sandia National Laboratories

- Sandia develops advanced technologies to ensure global peace.
- National Security is our business.
- We apply science to help detect, repel, defeat, or mitigate threats.
- Our vision – To be the nation's premier science and engineering laboratory for national security and technology innovation.
- Approximately \$3.5B in annual funding, with over 13,000 employees



- Discussion of common workplace concepts and examples for creating and supporting effective teams
- Interactive portion – drawing from the resident Native talent in this room
- Pulling it all together
  - What is actionable for our own career development?
  - What is actionable for strengthening our teams and overall employer workplace environment?





## CREATING:

- Strategies for recruiting (internally and externally) include:
  - Leveraging talent across a diverse pool
  - Training (skill development)
    - Initial
    - Ongoing – Sharpen the Saw [Stephen Covey, 7 Habits of Highly Effective People]
- 4 Stages of a Team [Bruce Tuckman's Model]





## CREATING:

- Motivations
- Styles
- Trust/Communication/Collaboration



## **SUPPORTING:**

- Creating an environment for everyone to be their best
  - Bringing their full selves to work every day
  - Being comfortable
  - Being challenged
  - Being appreciated
- Progression Paths





## SUPPORTING:

- Leadership
- Lead from Where You Are
- The Art of Influence





# Native Thought Engine at Work

GROUP EXERCISE

# Reporting Back to the Room



## Out Brief from Participants

- What did you hear?
- What do you feel are the priorities?



# Pulling It All Together

- Group Contributions
- Respectfully Submitted
  - Connectivity – tied to the past, poised for the future
  - Listening Leaders
  - A Sense of Humor When Appropriate
  - Servant Leaders – able to put others first





### From a Native Perspective:

- Focal Area 1: What we learned about opportunities for our own careers
- Focal Area 2: What we learned about opportunities Creating Effective Teams
- Focal Area 3: What we learned about opportunities Supporting Effective Teams
- Focal Area 4: Our contributions to the work environment which impacts the areas above





- Why is this important?
- What is your voice in the process?





# Pilamaya Yelo!

