

Native Contributions – Creating and Supporting Effective Teams



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2 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



Presentation Format

- 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 and Supporting Effective Teams

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 and Supporting Effective Teams

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

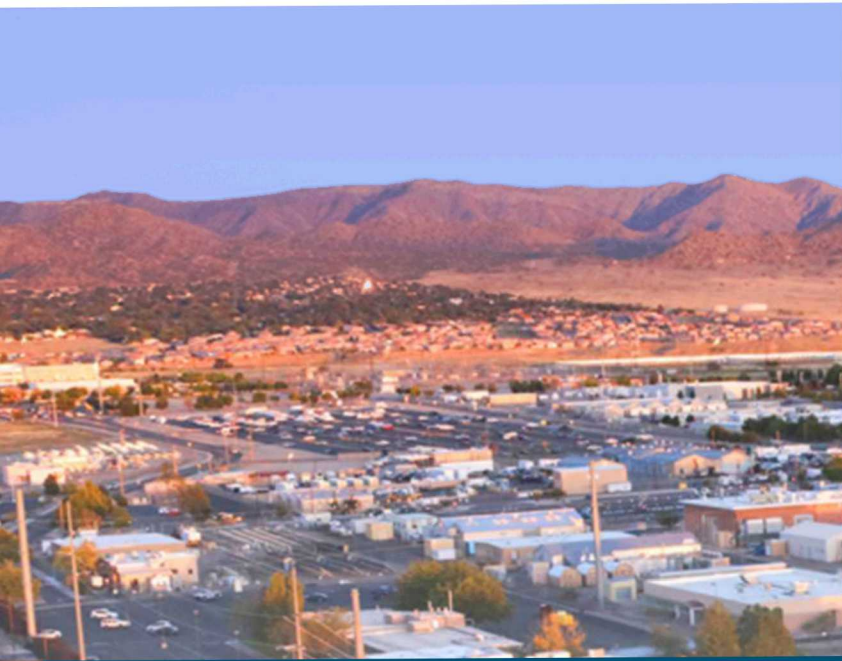


Creating and Supporting Effective Teams

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!

