

The Transitional Housing Program Coordinator

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The Program Coordinator must hold the vision and work to develop the staff to work in ways that reflect the vision and values of the program.



This helps to ensure the program is providing the kinds of advocacy, responses, and supports in a way that is reflective of the program values.



Indigenous Leaders

- Practice strategic humility, subordinating egocentricity to become a magnet for attracting and investing power.
- Share power to increase power, investing power to achieve a collective capacity greater than the sum of the individuals on whom it is bestowed.
- Prepare people for power by leading through example, never asking someone to do what you yourself won't do.
- Express power through culture, maintaining the legitimacy to use and direct power as needed. (Murphy, 1993)

I want to be remembered for the fact that we have indigenous solutions for our problems.

*Wilma Mankiller
Cherokee*



Staff leadership and staff skill is critical to the success of the program.

Staff development is an important part of moving from basic programming to enhanced programming. Moving forward cannot happen without the intentional investment in staff capacity to do the work.

Integrity and Inspiration



Leadership models integrity. This means what the leader says matches what they do. And what they are doing, matches the values and vision they are communicating.



The leader inspires the best in those around them. This happens because of their passion for their work, their enthusiasm is positive, and they speak out for those less fortunate.

Values are an integral part of every culture. Along with a perception of mankind's place in the universe and an individual's own personality, cultural values generate behavior. (unknown, n.d.)

Indigenous knowledge systems include spiritual orientations that, in the face of social and environmental issues facing humanity, may provide an alternative set of values for generating life-enhancing business behaviors. (Verbos, Gladstone, & Kennedy, 2010)

Values differences	Dominant Values in Management	Traditional Native American Values
Human behavior	Rational, self-interested	Generous, modest
Individual motivation	Maximize self-interest, money status	Contribute to well-being of family/tribe; respect and humility
Environment	Natural resources to be exploited	Nature as spiritual and practical; maintain harmony and balance
Self-analysis	Individualistic	Reflective, participative
Decision making	Made through formal authority	Based on use or communal