

COMMUNITY NEWS

Staff training provides insights into proper work leadership skills

By DON DECKER
YAN News

After attending one of the monthly workshops for Directors of Yavapai-Apache Nation departments, one can gain a better understanding of the many facets to accomplishing employee goals. It's led by Kitty Roberts, Director of the WIOA program for the Nation. WIOA is the old CETA program from the 70s and converted to the modern Workforce Investment Act and now the futuristic WIOA.

Roberts is charged with the responsibility of assessing clients for a career change or finding a job using the methods established by the WIOA program. It's a useful and worthwhile program that prepares many unskilled individuals to prepare to meet the challenges of a changing work environment.

Using these leadership skills, Roberts has united a small group composed of Directors and Managers from the various departments of the Nation. They flesh out ideas which may enhance the delivery strategies of various departments on the Nation.

"What are the steps to accomplishing goals?" ask Roberts to the small group who came to the housing training office meeting in late mid-February.

The responses are varied but essentially the same. It's adjusting to situations, and providing feedback to the client or employ-



YAN directors gather at monthly staff development meetings headed by Kitty Roberts, director of the WIOA program for the Nation. It's a time to share information with departments and learn strategies for better service to clients. (Photo by Don Decker)

ees, in this case, goal setting and adjusting those goals if they don't pan out according to Roberts.

Roberts gives feedback as well to the staff trainees.

In one exercise, Roberts discusses the various personality types in life that are

inherent in how people interact with their work environment...especially those that are providing a service to clients needing positive and proper direction in accomplishing goals.

Someone in the group says, "Knowing your staff-it'll work out".

Roberts states that finding out about individual competencies is important. "Find out what they are good at. Strength based management can help you make your goals," Roberts said to the group participants.

Using the basis of CORE Partners as a model, Roberts uses this process to elicit participation of the members in coming up with answers in addressing goal setting and finding useful strategies in helping clients succeed. "How do you give guidance without directives?" ask Roberts. "Who likes to coach or to follow?" she adds.

All of these questions are thought provoking for the staff members who come up with some plausible answers. "Critical thinking is a key element to performance. Are you doing all the thinking?" she asked the group.

Roberts worked for NACOG for a year and the State of Arizona DES employment office as well. Formerly of Yakima, Washington, her parents moved to Calipatria, California in Imperial Valley and later attended Shasta College for 2 years in Redding, California.

Roberts is part of a team that is providing the training for the support group in hopes of implementing effective services for the Nation's department. "Today, ask: 'Who am I serving?'" she ask her fellow staff members.

There are other plans for the monthly staff development such as computer literacy training for office use of Excel and file management programs for the participants.

PAVING THE WAY FOR CHILD AWARENESS DAY



WIOA is introducing new opportunities!



Staff members of the Social Service program of the Nation plan for upcoming Child Awareness Day in April. Community members are encouraged to attend this one day event. (Photo by Don Decker)

WHAT DOES THE FUTURE HOLD FOR NATIVE AMERICANS IN EDUCATION? HOW DO YOU SEE YOURSELF IN THAT PICTURE? COMPLETE YOUR FUTURE EDUCATION IN LESS THAN ONE YEAR!!

Curious??

Come meet with a college representative on March 9th, 2016 at the Middle Verde Learning Center at 11 am-12pm and at the Clarkdale Learning Center from 2pm-3pm.

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- [Medical Office Specialist](#)
- [Pharmacy Technician](#)

Contact the WIOA Office for more information and to schedule a meeting with the Representative at (928) 567.1091 or 1073
**Housing options and public transportation accessible. Ask for details.

**Any registered member of a Native American Community in the State of Arizona, New Mexico, Colorado may qualify for a tuition reduction of (\$4,000.00) Four Thousand Dollars that may be used in conjunction with and not limited to any additional federal benefits in which they qualify.

Recreation and maintenance department prepare feast



Nation's staff members from the Recreation Department, Cultural department and Maintenance gathered down by the river to disassemble a steer in mid-February for the successful Exodus that attracted several hundred people on February 27. Before the steer was disassembled, a prayer was offered. The Nation has a herd of range-fed cows east of Cherry Road off of I-17 south of Camp Verde. Top: Darin Smith from the Recreation Department takes extra care in preparing the beef for the noon meal held on Exodus day Day. Top: Mina Eppinger from the recreational department lends a hand in butchering a steer for Exodus. (Photo by Don Decker)

