



Foundations of Leadership for
Administrators and Chief & Council

**On-line Leadership Training
Part 1: 'Leading Self and Systems Thinking'
Workshop Evaluation Summary**

July to August 2020

Submitted by Bronwen Geddes & Sherri Corrie



**First Nations Public Service Secretariat (FNPSS)
On-Line Leadership Training**



Introduction

The First Nations Public Service Secretariat (FNPSS) brings First Nations experts and partner organizations together to make training opportunities more readily available to BC First Nations. The FNPSS develops new tools and training, and tailors existing ones to better meet the needs of BC First Nations. The FNPSS also supports coordination across organizations both to avoid duplication and identify / address gaps.

The FNPSS Foundations in Leadership for Administrators and Chief & Council Training Series (the “Leadership Training”) is intended for senior administrators as well as elected and aspiring leaders who wish to strengthen their skills and to effect positive change in their communities for the benefit of current and future generations.

Part 1: ‘Leading Self and Systems Thinking’

The planned on-line Leadership Training is made up of three parts – Leading Self, Leading Others and Leading Nation Rebuilding. Part 1: ‘Leading Self and Systems Thinking’ was a series of six workshops that took place between July and September 2020. It was facilitated by Laara Yaghujaanas and Mark Salter from Carden Consulting, and Bronwen Geddes, Manager, Mentorship Network, FNPSS. The workshops were supported by a workbook¹. The online environment incorporated a live feed, interactive breakout sessions, polls and videos. Parts 2 and 3 of the training will be developed subject to funding availability.

Workshop 1: Exploring Leading Self

Workshop 2: Team Development

Workshop 3: Conflict Management

Workshop 4: Systems Thinking

Workshop 5: Organizational Development

Workshop 6: Strategic thinking

Overall Workshop Summary

The first-ever offering of the first part of this six-part leadership training series was extremely popular with First Nations and Indigenous support organizations across British Columbia. With less than two weeks of promotional notice in the middle of the summer, over 115 people registered for the full series and between 50 to 80 people participated in each session. The feedback from participants, who received the training at no cost, was enormously positive, with high praise for the content, format, delivery, instruction and organization. Many participants indicated that they were anxiously awaiting the second part of this training series in order to further build their skills and abilities as leaders. FNPSS is extremely grateful to Indigenous Services Canada (ISC) for providing funding for the development and delivery of this training.

¹ The workbook is located at spaces.hightail.com/space/RGwdCOOKWc



FIRST NATIONS
PUBLIC SERVICE SECRETARIAT



FIRST NATIONS
MENTORSHIP NETWORK

Foundations of Leadership for Administrators and Chief & Council

Part I: Leading Self

Are you a new, seasoned, or aspiring administrator or elected leader in a BC First Nation hoping to take your leadership skills to the next level? If so, this training is designed for you!

The leadership series features six two-hour interactive online training sessions, developed by a First Nations advisory group and Laara Yaghujaanas, an Indigenous governance specialist. The sessions in the first part ("Leading Self") of this three-part series build on one another and focus on the following topics:

- Leading Self
- Team Development
- Conflict Management
- Systems Thinking
- Organizational Development
- Strategic Planning

Tuesdays and Thursdays

July 21, 23, 28, 30

August 4, 6

10:00 AM - 12:00 PM

For this pilot, FNPSS is opening registration at no cost to 25 people who will commit to participating in all six sessions and agree to provide detailed feedback on the individual sessions and overall content and approach.

To register, visit us02web.zoom.us/join/zt0pdu-orD0vHNHnRrVeb12_60FYGXlYoX___

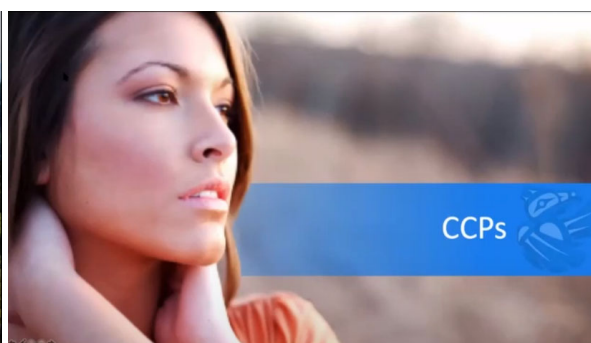
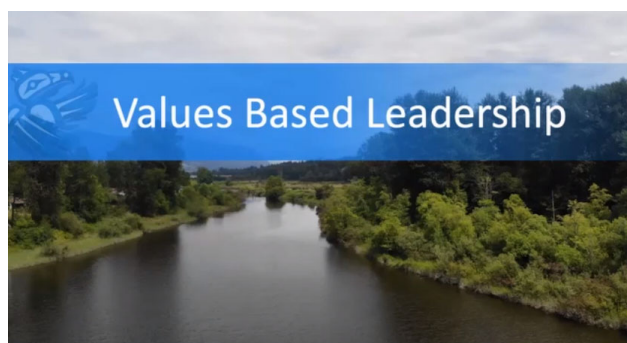


Table of Contents

Training Series Overview	5
Overall Workshop Summary	7
Workshops 1 to 5 Summary.....	17

Appendices

Appendix A: Overall Evaluation	37
Appendix B: Workshop 1: Exploring Leading Self	59
Appendix C: Workshop 2: Team Development.....	75
Appendix D: Workshop 3: Conflict Management	94
Appendix E: Workshop 4: Systems Thinking	114
Appendix F: Workshop 5: Organizational Development	129





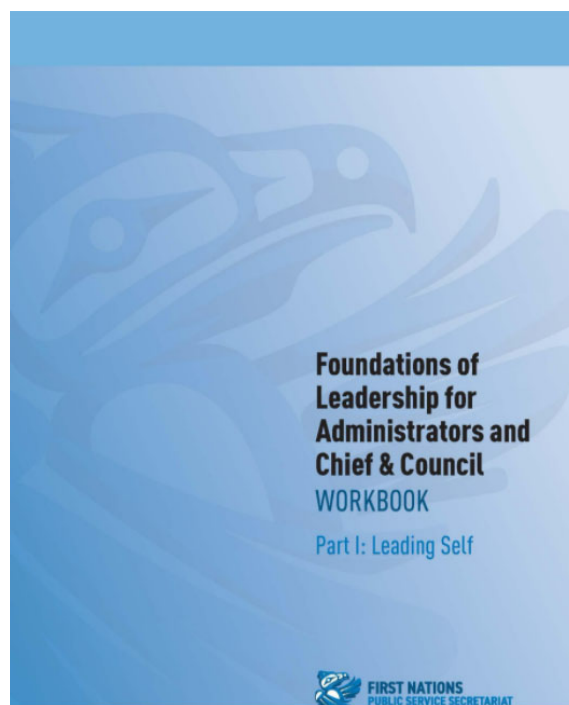
Training Series Overview

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The on-line Leadership Training will be made up of three parts. Part 1: ‘Leading Self and Systems Thinking’ was a series of six workshops that took place between July and September 2020. It was facilitated by Laara Yaghujaanas and Mark Salter from Carden Consulting, and Bronwen Geddes, Manager, Mentorship Network, FNPSS. The workshops were supported by a workbook². The online environment incorporated a live feed, interactive breakout sessions, polls and videos. Part 2 (‘Leading Others’) and Part 3 (‘Leading Nation Rebuilding’) will be developed pending further funding.



The learning objectives for the six workshops that made up Part 1 were to increase the participants’:

- Understanding of personal learning goals, planning and styles;
- Understanding of the characteristics of good governance;
- Understanding of values-based leadership, strengths-based relationships and Myers-Briggs Type Indicator (“MBTI”) personality types;
- Understanding of team development, trauma-informed communication, goal setting, problem solving and decision making;

² The workbook is located at spaces.hightail.com/space/RGwdCOOKWc



- Understanding of conflict resolution;
- Understanding of systems thinking;
- Understanding of organizational development and collectivist value group needs;
- Understanding of comprehensive community planning (CCP);
- Understanding of strategic planning roles and responsibilities; and
- Understanding of performance measures.

Each workshop's agenda was structured in a similar way, but the focus was on a specific topic.

1. Welcome, Territorial Acknowledgement and Introductions
2. Background
3. Learner Outcomes, Goals and Learner Conduct Agreement
4. Day's Agenda
5. Homework
6. Closing Comments and Closing Prayer

<p>Workshop 1: Exploring Leading Self</p> <ul style="list-style-type: none"> • Personal learning goals • What is good leadership? • Values • Values-based leadership <p>Date: July 21, 2020 Link: youtu.be/Dkr6M7XKWV8 Length: 2 hours # participants: 74</p>	<p>Workshop 2: Team Development</p> <ul style="list-style-type: none"> • What are values? • Values-based leadership <p>Date: July 23, 2020 Link: youtu.be/DWNL3pBu4sg Length: 1 hour 45 minutes # participants: 64</p>	<p>Workshop 3: Conflict Management</p> <ul style="list-style-type: none"> • Team development • Team growth and development • Trauma-informed communication • Team goal setting, problem solving, decision making and implementation <p>Date: July 28, 2020 Link: youtu.be/MHl7eNrv2t0 Length: 1 hour 30 minutes # participants: 62</p>
<p>Workshop 4: Systems Thinking</p> <ul style="list-style-type: none"> • Conflict management • Psychological safety in the workplace <p>Date: July 30, 2020 Link: youtu.be/9XwsvFvGpLM Length: 1 hour 45 minutes # participants: 46</p>	<p>Workshop 5: Organizational Development</p> <ul style="list-style-type: none"> • Systems thinking • Organizational development <p>Date: August 4, 2020 Link: https://youtu.be/AIRNNdUiaBQ Length: 1 hour 50 minutes # participants: 48</p>	<p>Workshop 6: Strategic thinking</p> <ul style="list-style-type: none"> • Comprehensive community planning / Strategic planning • Performance measures <p>Date: August 6, 2020 Link: youtu.be/OUXF7ObiGGE Length: 1 hour 55 minutes # participants: 51</p>



Overall Workshop Summary

The full summary is located in Appendix A.

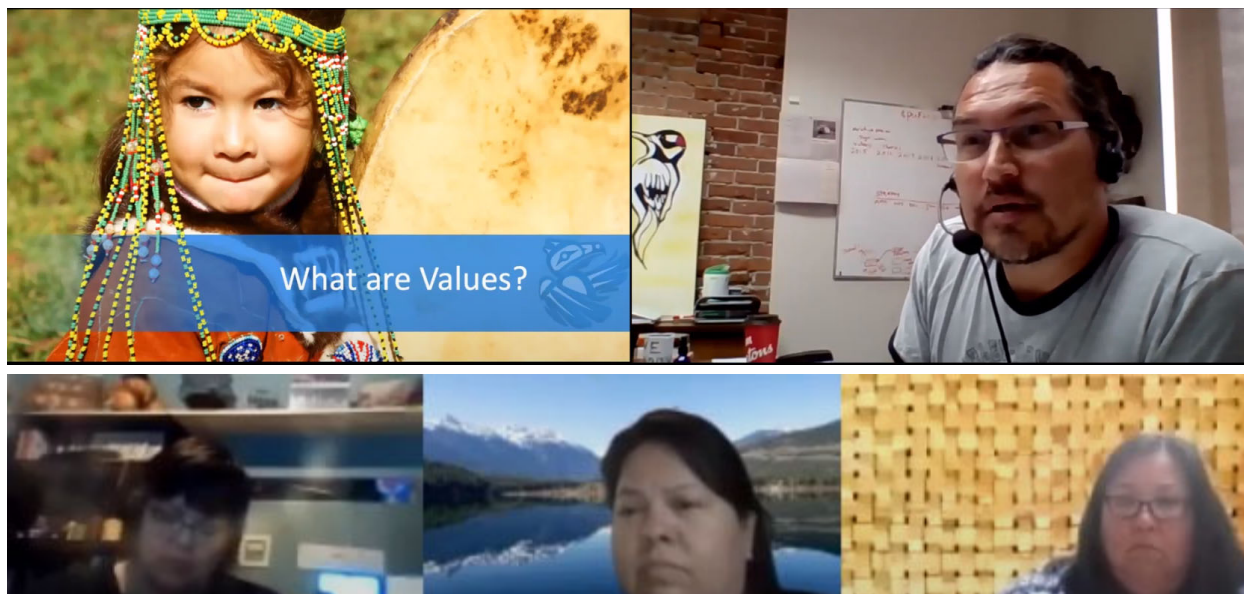
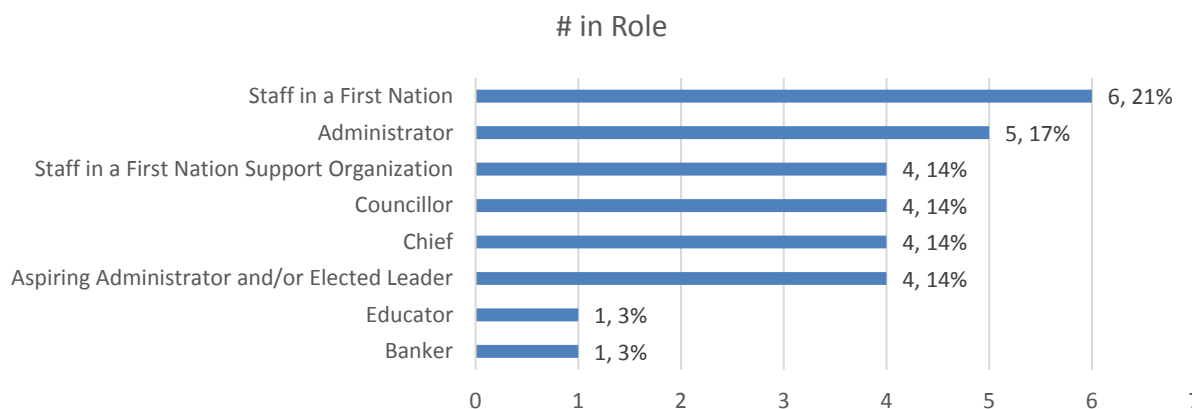
Respondent Summary

Total # of Overall Surveys completed: 29 / 112 participants approved to participate in Workshops = 26% response rate

of communities represented by respondents: 26

of organizations represented by respondents: 1

Breakdown of role in community or organization of respondents:

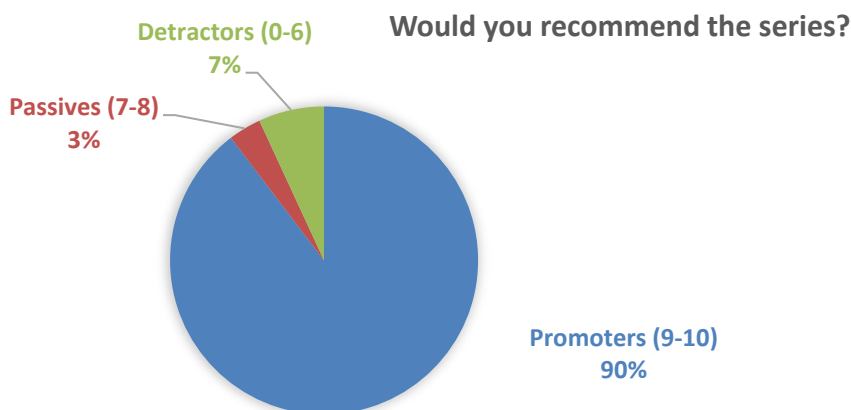




Response Summary

How likely is it that you would recommend this series of six leadership workshops to a friend or colleague?

Respondents are very likely to recommend this series. Of the 29 respondents, 90% (26) said they would promote it.



Averages: Mean = 9.4 Median = 10 Mode = 10

If you were recommending this training series to a friend or colleague, what would you say?

Respondents all wrote positive statements to encourage friends and colleagues to participate in this training. They used words like “mandatory learning for anyone in a leadership/management role,” it provides a “broader perspective on Indigenous Governance,” and is “Indigenous focused, not just western views.” They talked about the tools, the discussions, the cultural focus and how the activities were “geared towards self-discovery of own leadership strengths and styles.” (All comments are located in Appendix A.)

... clear your schedule and turn off your phone because you'll be sad if you miss a minute

This training series inspires all leaders to courageously stand in our own values. We lead with humility, values and in the best interest of the people we serve! O Siem.

This workshop was amazing. It was both reflective on the self, past-traumas, and organizational systems. It felt incredibly holistic and culturally competent. I would recommend any leader in a FN community to take this workshop series.



If you were talking to a funder who might be considering supporting another series of leadership training like this one, what would you say to them about the value of the training series to First Nations?

The respondents all wrote statements in support of delivering another series, in order to continue supporting “good governance practices within our Nations” and “community leaders to build and learn new skills while also being able to communicate their challenges and successes with other people in similar roles.” They noted this leadership training is unique as it is “fulfilling needs not met by other initiatives” by focusing on Indigenous leadership at the community level and using Indigenous-led training. (All comments are located in Appendix A.)

*Knowing that any person can be a positive role model in their own community is the first step.
Taking this training is one of those first steps.*

This session can go forward to help all those that are just stepping into new roles within First Nations offices as well as new people just getting into First Nations Politics.

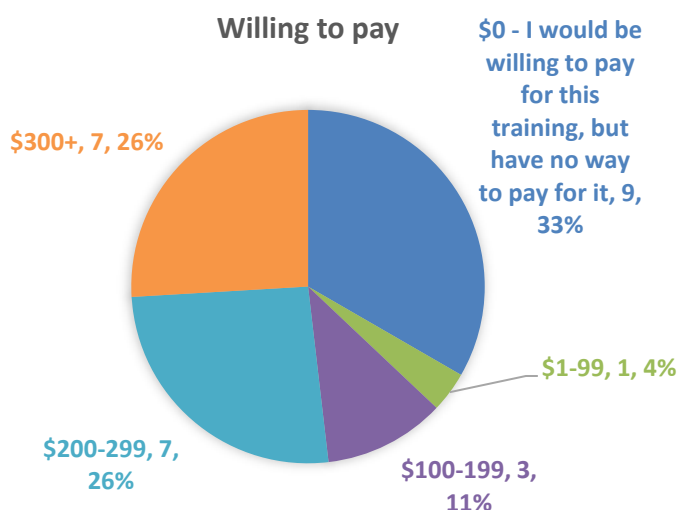
*Indigenous led training is key to reaching communities and aspiring leaders,
many programs are western based only and create a sense of not being applicable and not willing to
HEAR what communities want to create.*

It is a valuable workshop to engage others to share their successes, challenges and change processes.

This training should be mandatory for all ISC elected officials, and managers.

This pilot series has been offered at no cost to participants. How much would you be willing to pay to register for a series of six workshops like this going forward?

A total of 52% (14) of the respondents would be willing to pay between \$200 to \$300+ for this series. Another 9 respondents (33%) would be willing to pay, but noted they had no way to pay for the training. The remainder (15% or 4 respondents) would be willing to pay between \$1 to \$199.





Several respondents (19) provided explanations for why they felt it was important that this training remain free or at a reduced cost. In addition to the overall theme that the training should be mandatory for leaders and be offered more widely to other community members (because it was so relevant and necessary) and as such, it needed to be free or offered at a very low cost so that everyone could afford it, they discussed the disparity in access to education and training funding and how that would prevent others from accessing the training. (All comments are located in Appendix A.)

If this remains free it allows us to know that we can all take part without the stigma of lack of funds.

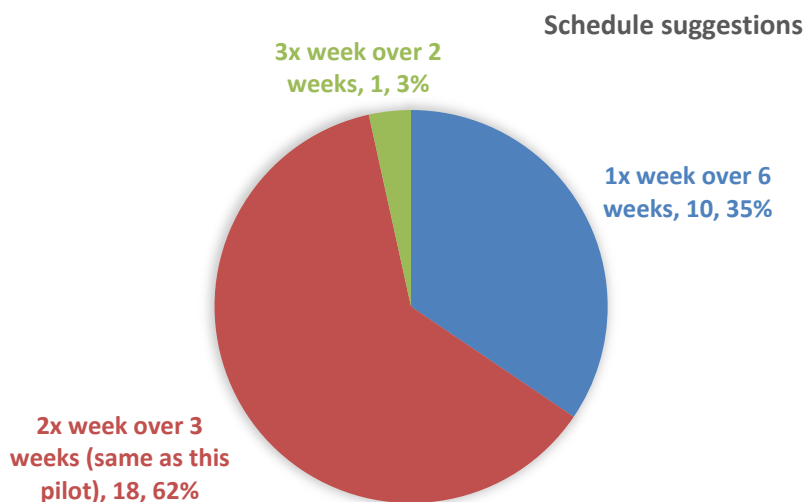
I think that I should be free, because the information is so important that everyone can participate.

One participant noted the format of the series helped to keep the expenses down:

By offering it by Zoom, it makes it affordable by not renting a room or paying for hotels and incidentals / travel.

If we are to offer this six-part training series again, what schedule would you recommend?

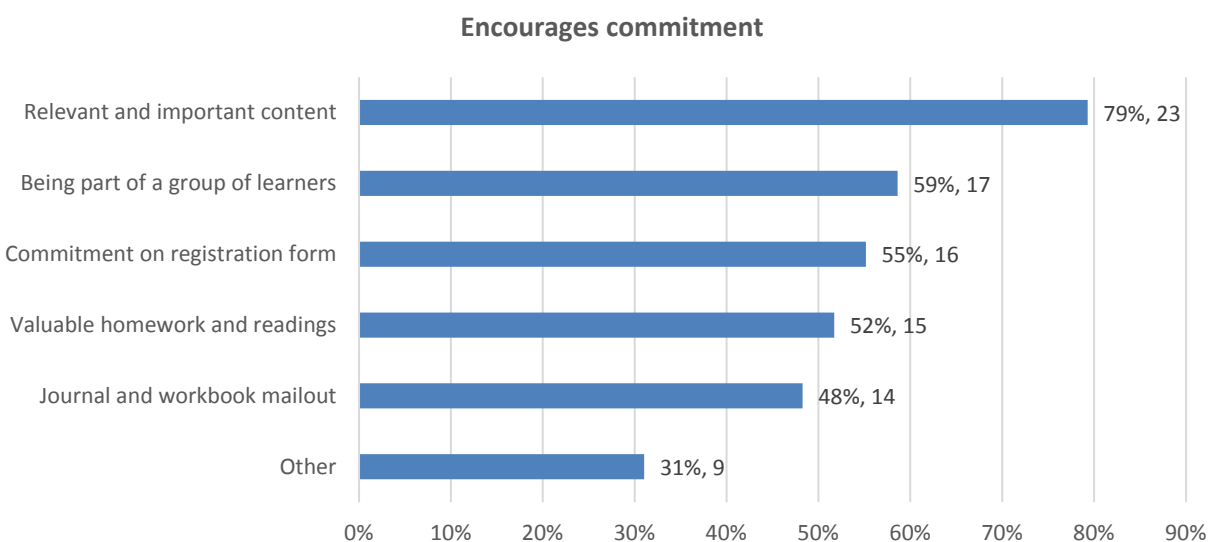
Most respondents (18 or 62%) suggested a similar schedule to this series' schedule – two times a week over three weeks. A total of 10 respondents (35%) suggested one time a week over six weeks. The majority of those requesting a single session a week were administrators and elected leaders.





If you were able to attend all (or most) of the six workshops, what is it that encouraged you to stay committed?

Respondents were fairly balanced on what encouraged them to stay committed to attending the workshops, although 'relevant and important content' stood out (chosen by 79% or 23 respondents). 'Being part of a group' (59%), 'commitment on the registration form' (55%), 'valuable homework and readings' (52%) and 'journal and workbook mailout' (48%) were right behind.



Other reasons included the following: (All comments are located in Appendix A.)

By Indigenous leaders and geared towards developing Indigenous leaders.

*Hearing real world feedback from current leaders,
learning about current concerns and success from attendees.*

*I felt the need to take this course; to learn more about being an administrator;
needed more tools to do my job properly.*

Inclusion.

*Knowing that I would be learning not just how to be a good leader in my community, but I am also
learning things about myself that I may not have noticed.*

One suggestion was offered:

*Maybe have discussions emailed so that's it's discussed at the next sessions. So it keeps everyone
accountable and also included. Maybe survey monkey and use charts.*



What is your biggest takeaway or lesson learned from this training series?

Respondents wrote about their personal takeaways and those that would allow them to be better leaders and community members. Although a few mentioned specific skills, such as conflict management and policy development, most made broader statements about how their learning will impact what they do in the future. A common theme was learning about traditional governance practices and how that would impact their work. As one respondent noted, *“Leading self, others, and nation rebuilding. I am on the right track!”* (All comments are located in Appendix A.)

Personal statements:

Make this a priority, for me to do a better job for my people

I am going to further research incorporating tradition governance practices to the work I do.

Using a good heart, and good mind when making decisions.

Knowing that there are so many things I can do for my community as long as

I stay on track be open and transparent and honest

*Learning about myself and limitations and my boundaries as a person
in the government section. Helped me be able to be more effective as a leader*

That leading from the heart while following policy is a win/win

Feeling validated and true to being Indigenous

Community and governance statements:

This work isn't about us, its about the community. It can be thankless work, but it is necessary work

*That many of our communities still have so far to go to come
to a place of where good governance practices exist*

Tailored policies help pull in staff and consultants that are the best fit to the community

Understanding other nation leaders' common issues and successes

What other content would you like to see in Part 1 of this "Leading Self" series?

Seven of the 18 comments on other content were focused on personal growth as a leader – goal setting, being responsive and reflective and one concrete request for more instruction on journal writing. Four respondents wrote about the format of the series, suggesting the addition of guest speakers and more time and space for each workshop. In terms of subjects, six respondents noted they would like more training on finances and economic development, policy development, governance activities, leading others and dealing with negativity in the community. One respondent requested that the *“inclusion of our culture.”* Another suggested a prize – the book *Discover You Clifton Strengths*.



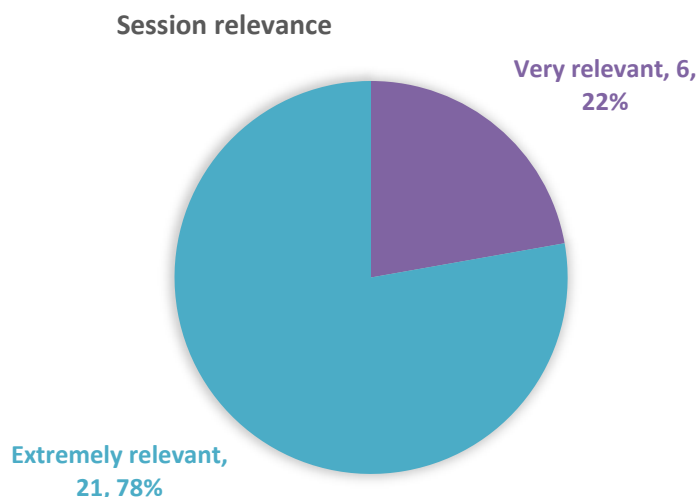
Theme	Response quotes
Personal growth	Understand your triggers
	Being responsive, learning how to be efficient and most importantly is having time for self care.
	Not unless there are trauma counsellors on hand. I believe it would be best to leave it the way it is now. To delve into a persons self being and not knowing what is going to open in that person may lead to things out of the sessions control.
	I think possibly a little more information on goal setting and practice on the journal writing, what to write, how you answer these questions for self
	Reflection n global settings n commitments
	Self-care and taking steps to Receive support from community
	What goals we are working towards.
Format	Guest speakers!
	Each could have been a separate workshop in itself, a good overview but the discussion and content proved it needed further discussion and tools.
	A larger session (to create space for the verbal comments) to allow attendees to put forward current problems around specific... land code, education etc. roadblocks that they are encountering to give opportunity for peer support.
	Resource speakers
Financial and economic development	A financial Management and Economic Development component
	Budgeting
Policy development	Policy helps to reduce personalization of issues within the workplace.
Dealing with negativity in the community	Far stretch but how to deal with negative nancies in our communities. How to put the positive influences in our community. Huge negativity leads to lateral violence.
Leadership	Leading Others



Theme	Response quotes
Governance activities	Common governance activities that are not supported by best practice. ie. micro-management, conflict of interest, lateral violence etc.
Culture	Inclusion of our culture we follow
Prize suggestions	Maybe the book Discover You Clifton Strengths as a give away as it coincides well with the Myer Briggs personality material.

How relevant has material from this training series been to your role or to the role you aspire to have?

The respondents had the option of choosing from 'Not at all relevant', 'Not so relevant' and 'Somewhat relevant' in addition to 'Very relevant' and 'Extremely relevant'. All respondents choose either 'Extremely relevant' (78% or 21 respondents) and 'Very relevant' (22% or 6 respondents).



Five respondents added the following details:

The tools for comprehensive planning. The model of one community's comprehensive plan.

The material and leadership style of the educators gave me inspiration, they are clever and honest. Their style inspires passion in Indigenous Peoples, they are humble. They show up without a soap box, I can relate to that.

These workshops have helped me immensely with learning about myself as a leader and how I can change things in myself to be effective.

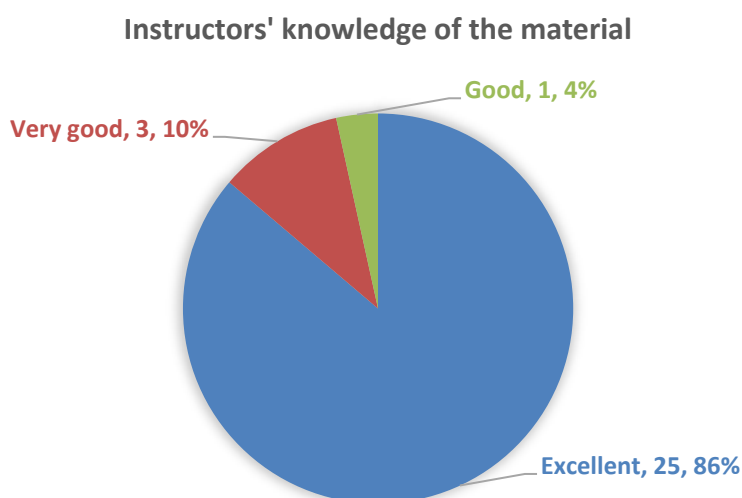


I took on this role; due to not finding an administrator; I never thought I would be one; I have always been a support staff; so didn't take any formal training to be an administrator.

I am a non-first nations program manager for our band and it so helped me with clarity, a deeper understanding how the leadership role works within our organization.

How would you rate your instructors' knowledge of the material?

Most of the respondents (86% or 25) rated the instructors' knowledge of the material as 'excellent', further supported by 10% (3) who rated it as 'very good'.



Four respondents added compliments while two others added suggestions:

If you can lead without being boring it was extremely helpful. Sometimes, ideas and thoughts go right over your head because it was not understandable. It was plain English :) that I could understand.

It's always refreshing when an instructor knows how to engage their participants/students. As well as know a great deal of what they are teaching.

Are you kidding me? Totally amazing, super knowledgeable and strong educators.

Excellent work!

Two respondents made suggestions:

I felt as though we just scratched the surface, I wanted to see you go deeper.

CC would be a help in zooming in on specific phrases thrown out by instructors for independent research.



Please share any final comments, questions, or concerns about the six-part training series.

Most of the respondents extended appreciation for the workshops and the facilitators. They enjoyed the format, the facilitators and even the homework. They asked to be informed of the next series of workshops. (All comments are located in Appendix A.)

Knowing that there are programs like this to help me and others be a more positive impact in our community is always a great thing.

... the education was invaluable and has given me strength to carry on with my professional development goals of becoming a leader within the organization. I was just about ready to give up and be lead by the nose by non-Indigenous People; however, through this education I became re-charged, the education gave me strength to carry on with my professional goal.

Three respondents offered suggestions for improvements:

Homework and reading would have been easier to retrieve via direct email.

Further workshops on each section.

To do a meeting request process to have it embed in my outlook calendar, it would have made it easier to keep up to the scheduling.

More times to doing the process through out the year to get on to the program.



Workshops 1 to 5 Summary

The following are summaries of evaluations for Workshops 1 to 5 (“W1”, etc.). The full summary of each Workshop is located in Appendices B to F. Note that Workshop 6: Strategic Thinking was not evaluated as a stand-alone workshop.

Respondent Summary

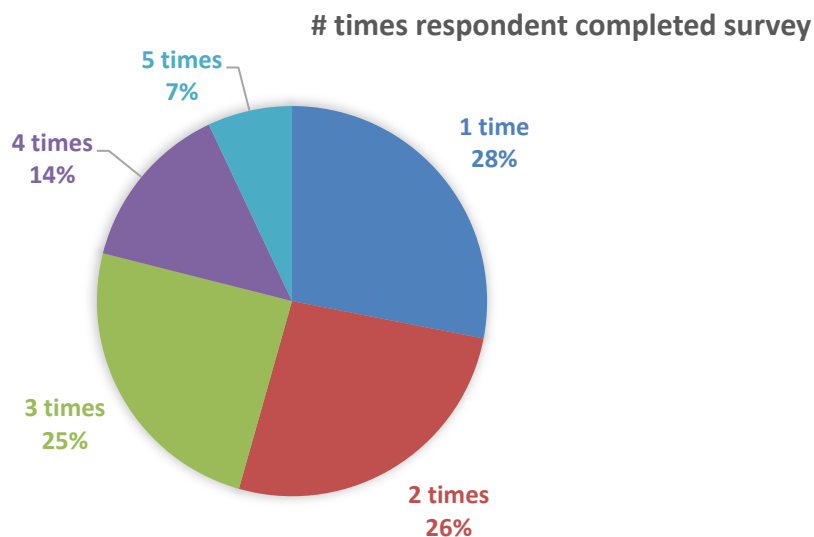
Total # of surveys completed for Workshops 1 to 5: 140

- Workshop #1: 24 respondents / 74 participants = 32% response rate
- Workshop #2: 31 respondents / 64 participants = 48% response rate
- Workshop #3: 37 respondents / 62 participants = 60% response rate
- Workshop #4: 22 respondents / 46 participants = 48% response rate
- Workshop #5: 26 respondents / 48 participants = 54% response rate
- Workshop #6: 51 participants

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- Average # of surveys completed per Workshop: 28
 - Average % response rate: 49%

Total # of respondents: 57

Total # of times each respondent completed a survey:

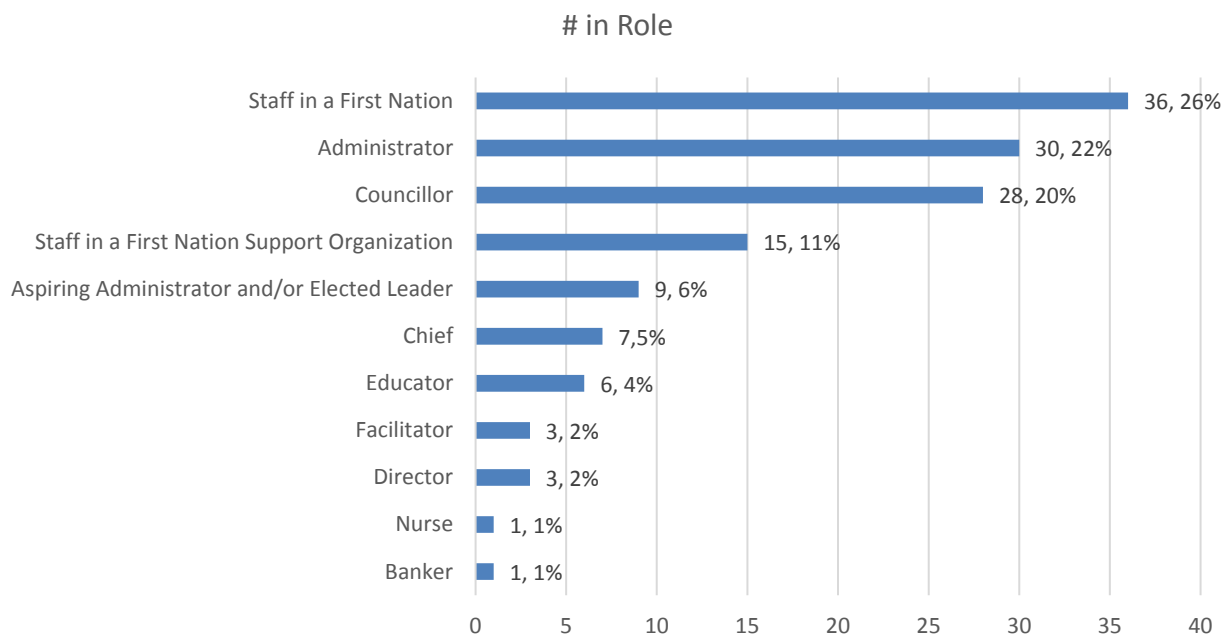




Total # of communities and organizations represented by respondents: 46

- # of communities represented by respondents: 41
- # of organizations represented by respondents: 5

Breakdown of role in community or organization of respondents:





Workshops 1 to 5 Summary

How likely is it that you would recommend this session to a friend or colleague? Over 90% would recommend the workshops	How relevant is the material to your role or to the role you aspire to have? Over 90% thought the workshops' material was extremely or very relevant
How clear was the presentation of information? Over 90 % thought the clarity of the information presented was extremely or very clear	How do you feel about the amount of information presented? Over 80 % felt the amount of information presented was 'about right'
How engaging were your instructors? Over 90 % thought the instructors were extremely or very engaging	How would you rate your instructors' knowledge of the material? About 90% rated the instructors' knowledge of the material as excellent or very good
How clear are you on the takeaways / lessons learned from the session? Over 80% were extremely or very clear on the takeaways / lessons learned	How effective did you find the breakout groups/rooms to be? 60% in Workshop 3 found the breakout groups to be extremely or very effective, while 50% in Workshop 4 found them to be extremely or very effective
How do you feel about the length of the session? While Workshop 1 was rated by all respondents as 'just right,' Workshops 2 to 5 were over 90% 'just right' or 'somewhat too short'	How do you feel about the time of day for the session? About 90% from Workshops 1, 2 and 3 thought the morning sessions were 'just right'

What is your biggest takeaway or lesson learned from this session?

Workshop 1: Exploring Leading Self Participant responses focused on leadership, learning, governance, traditions, and accountability – and the importance of personal reflection and focus.	Workshop 2: Team Development Participant responses focused on the activities and discussions around personal and community values that guide leadership and governance. The outcomes of the MBTI exercise, and how understanding oneself is at the foundation of becoming a better leader, were key.
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Workshop 3: Conflict Management

Participant responses focused on how they appreciated learning new /relearning tools, such as trauma-informed communication and conflict management, and how these tools were connected and were important in the workplace. One repeated theme was how understanding that trauma from the present or the past *“plays a role in how conflict is received and how conflict is to be addressed.”*

Workshop 4: Systems Thinking

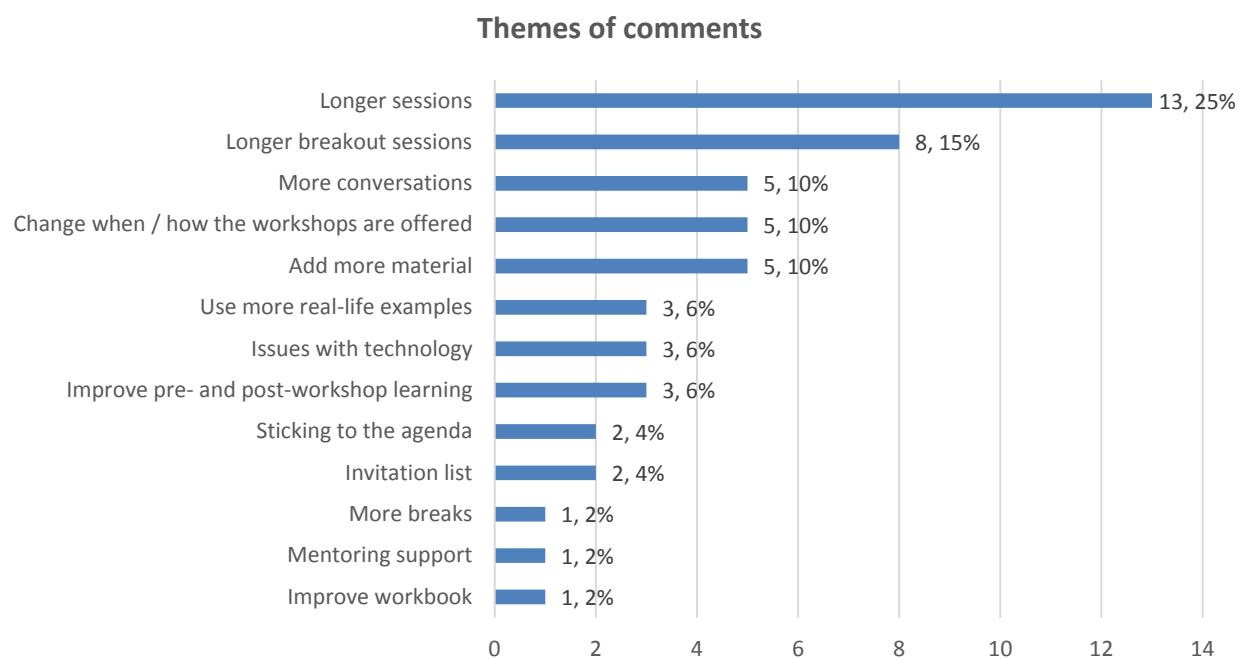
Participant responses focused on the process itself of conflict management and resolution, and how that process, from recognizing to resolving, could impact the workplace.

Workshop 5

Organizational Development: Participant responses focused on personal takeaways, such as the importance of journaling and selfcare, and on community and governance takeaways, such as the incorporation of traditional governing systems into policies and procedures, the importance of systems thinking and policy development for leaders.

How do you feel this session could be improved?

A summary of comments from the five Workshop evaluations:

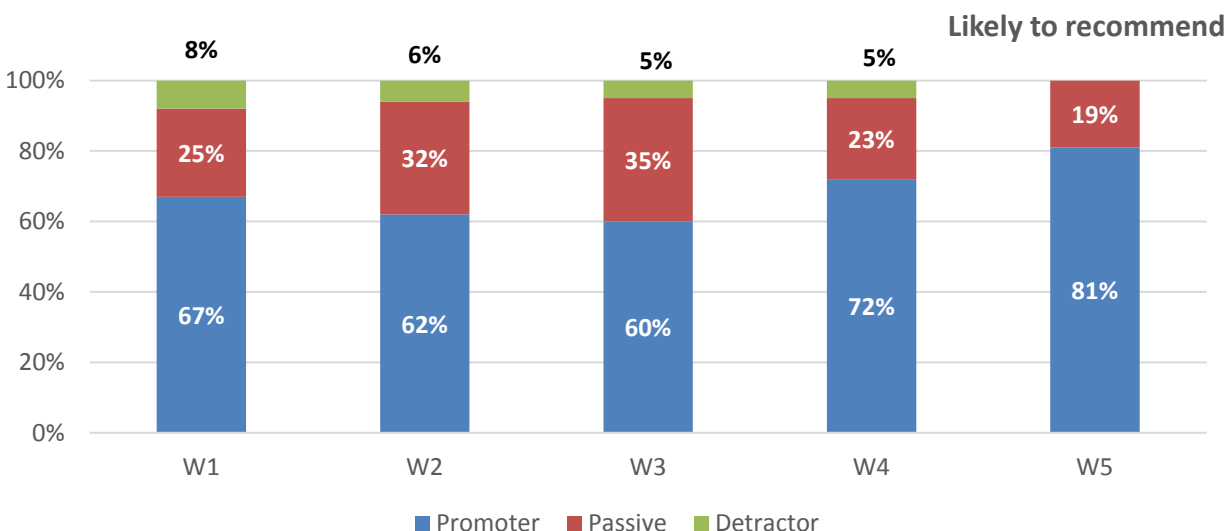




Response Summary

How likely is it that you would recommend this session to a friend or colleague?

Over 90% of the respondents would recommend each workshop to friends and colleagues.



What is your biggest takeaway or lesson learned from this session?

(The full lists of responses per workshop are located in the Appendices B to F.)

Workshop 1: Exploring Leading Self

Participant responses focused on leadership, learning, governance, traditions and accountability – and the importance of personal reflection and focus.

The ability that leading starts at yourself, but is never about yourself.

My biggest takeaway from session 1 was that a solid foundation/framework was established. With this, came a focus on oneself yet the bigger picture of community and family was never lost.

...an emphasis on people discussing the need to self-analyze and heal prior to becoming a leader - a point that needs to be addressed more thoroughly by us FN individuals but at the community level as well.

To be a good leader you must start with yourself... creating goals, gaining balance, and reflecting.



Workshop 2: Team Development

Participant responses focused on the activities and discussions around personal and community values that guide leadership and governance. The outcomes of the MBTI exercise, and how understanding oneself is at the foundation of becoming a better leader, were key.

The tools to be able to efficiently manage administration while gaining knowledge to be able to provide effective leadership in the administration and community.

Finding that the orientation of my world view is changing based on the exercises and learning from others.

How values, personality, and life experiences form the basis of the work we do.

Being able to understand you, your history, our traditional laws, to help lead best practices and values.

The subtle reminder to keep values at the forefront of the organization's ambitions and intentions.

Workshop 3: Conflict Management

Participant responses focused on how they appreciated learning new /relearning tools, such as trauma-informed communication and conflict management, and how these tools were connected and were important in the workplace. One repeated theme was how understanding that trauma from the present or the past “plays a role in how conflict is received and how conflict is to be addressed.”

Workplace conflict can be a good thing if dealt with in a good way and can help growth!

The words 'compromised conflict management skills' ... how can I educate others to understand our colleagues and managers are hurt people, who hurt people.

The effectiveness of the Government isn't fueled by individual performances.

Remembering to breathe.

Conflict resolution in relation to trauma informed practice.

Workshop 4: Systems Thinking

Participant responses focused on the process itself of conflict management and resolution, and how that process, from recognizing to resolving, could impact the workplace.

The concept of process rather than getting through. I like how the workshop shifted my thinking about conflict from fear based and negative to curious and informative.

The differentiation between conflict management and conflict resolution.

Conflict in the workplace isn't always bad! huh, who knew. :)



Workshop 5: Organizational Development

Participant responses focused on personal takeaways, such as the importance of journaling and selfcare, and on community and governance takeaways, such as the incorporation of traditional governing systems into policies and procedures, the importance of systems thinking and policy development for leaders.

The reminder to journal, it helps ground and put your thoughts down and help map out ideas.

How important it is for keeping a schedule and learning from other Nations how they operate.

The importance of implementing Cultural teachings to the introduced systems we currently work in with Governance and Operations.

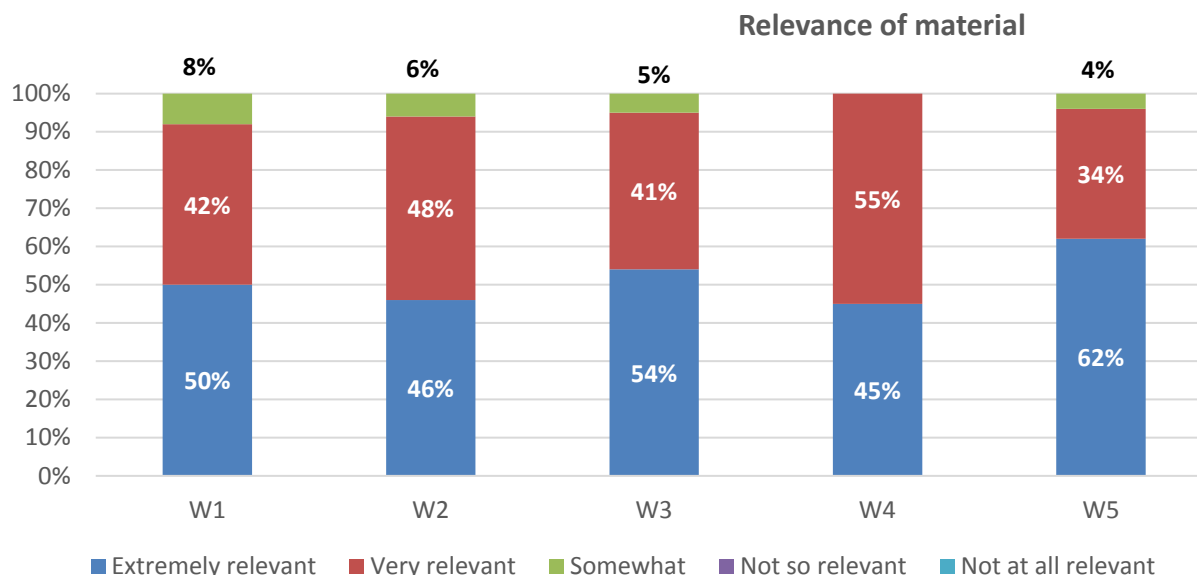
Systems thinking ... the term.

I've struggled with the concept of balancing western ideals of best practice with indigenous way of being/knowing. I feel more confident applying these concepts collaboratively rather than competitively. I had a light-bulb moment when I heard the comparison of traditional laws/protocols to current policy.

Accountability to myself, and my community to me, and me to my community.

How relevant is the material to your role or to the role you aspire to have?

Over 90% of the respondents thought the material for each workshop was extremely or very relevant to their role or the role they aspired to have.





Participants provided lots of ‘additional details’ when asked about the relevance of the material, especially: how it allowed the participants to engage and “dive in;” how the workbook helped keep them on track; and how it reminded them of the importance of self learning and continual learning. (All comments are located in the Appendices B to F.)

A few suggestions for improvement included allowing group chats to be longer, and noting the information was “*relevant, reaffirming but not new.*”

A lot of the material is provided in a way that makes it feel like it was made for me as an individual, vs being made for my organization (or my position in the organization) - this helps me unpack it for MYSELF, it feels more personal.

Aspiring to be elected Council, the information provided is relevant to understand multiple world views and being respectful of the diversity of our Nations.

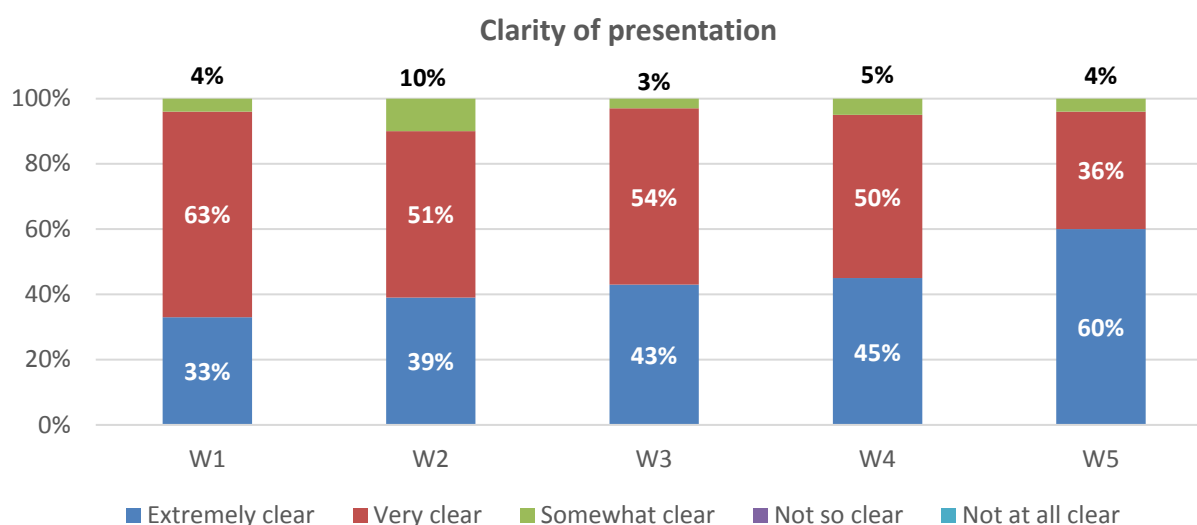
Every newly elected Leadership Group i.e. Chief and Council would benefit by having an intense week-long leadership workshop that involves introspection and discussion about their realizations.

I often find I am busy trying to manage day to day tasks, and lose focus on the bigger picture. This workshop helped to make me feel more grounded and centered in a good way.

This is not airy fairy leadership information. it is very practical and in depth. very much appreciated. Instructors touching on very interesting points that aren't generally thought of by many current leaders.

How clear was the presentation of information?

Over 90 % of the respondents thought the clarity of the information presented at each workshop was extremely or very clear.





Participants provided lots of compliments to the presenters and about the subject material. They 'surprisingly' enjoyed using Zoom, the workbook and the relaxed learning environment. (All comments are located in the Appendices B to F.)

The focus on personal reflection rather than tons of homework is an excellent way to imprint the learning and in a safe way.

I had always preferred face to face but this zoom has actually been convenient as I didn't have to leave my workplace.

I really enjoyed the layout of the presentation. Opening prayer, setting expectations, overview, engaging audience, goal setting, good leaders.

... having this type of validating learners' presentations / workshops is a reminder to create environment of respectful, critical learning and 'doing.'

A few suggestions of improvement:

It's obviously going to take some time to experiment with how to best utilize Zoom as an educational tool for 70 participants. Maybe offer to them that they record their questions or that the facilitators record and offer responses at the end ... Unless it's a technical question, perhaps it should be saved until the end so that those who are not asking or needing answers can exit on time.

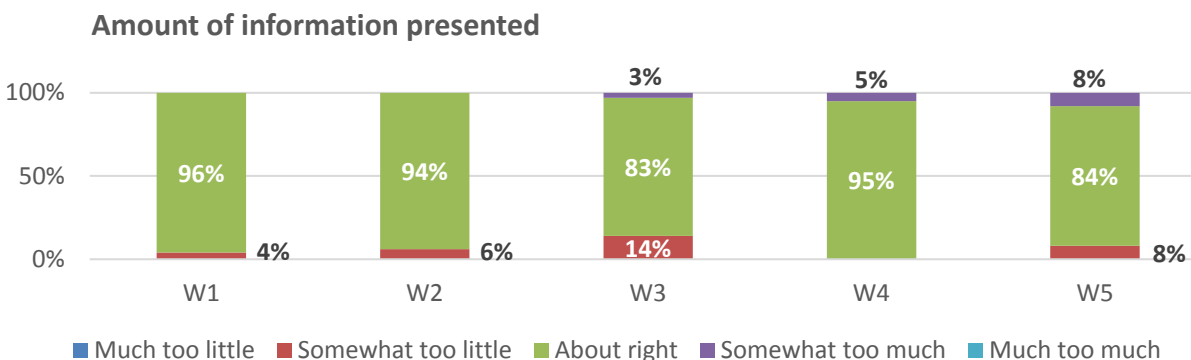
*The link to the Zoom was a bit unclear when we first started.
We had multiple links for registration, the actual session and workbooks.*

The booklet and presentation need to be more tied together. hard to follow along.

Could we have introduced who we are and where we come from?

How do you feel about the amount of information presented?

Over 80 % of the respondents felt the amount of information presented at each workshop was 'about right'.





Participants commented very positively about the amount of information presented. (All comments are located in the Appendices B to F.)

At times I want to learn more, but after the session I am able to reflect and not feel overwhelmed.

I did not feel information overload at the end of the session.

I felt like I was refreshed and inspired for the next task (homework).

A few suggestions of improvement:

Links and material need to be shared through email.

Challenging at times to balance on the chat and the presentation.

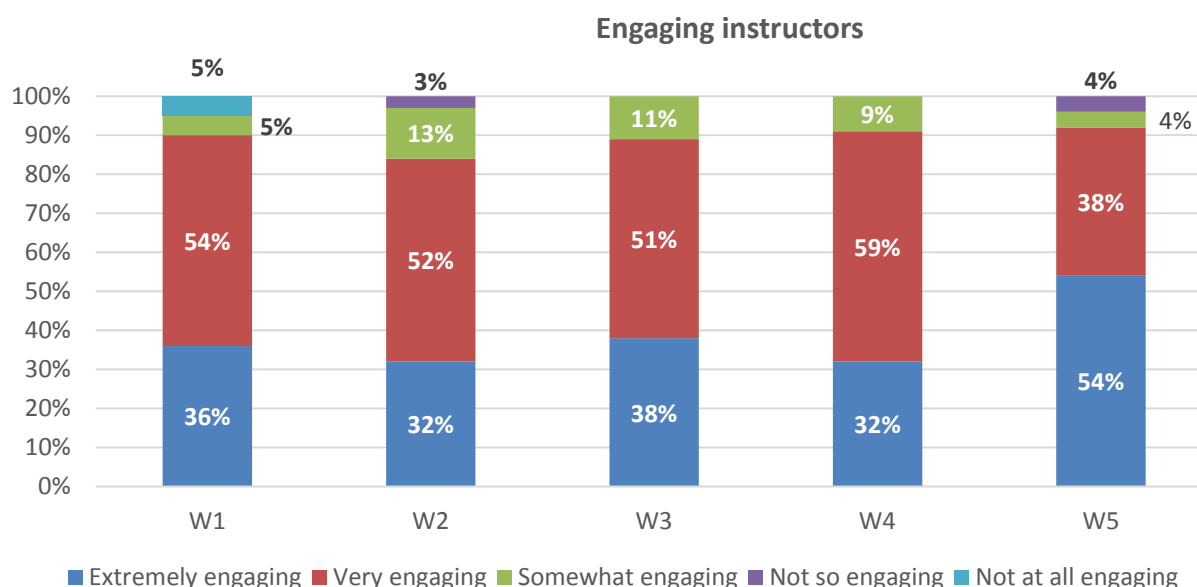
For those in groups I can imagine natural conversations happening. I myself work alone so a debrief doesn't really happen. Especially when my work day has to continue. I feel intimidated to reach out (although I have asked to debrief once a week with my co-worker).

More time for people to speak vs. chat box.

There's quite a bit of reading material, I would say it's just about there (not too much), but if there was to be a slight reduction in the visible / visual material I think it could be a potentially minor, though, positive change.

How engaging were your instructors?

Over 90 % of the respondents thought the instructors for each workshop were extremely or very engaging.





Participants commented very positively about the instructors. (All comments are located in the Appendices B to F.)

Informal & respectful ... it was like sitting around campfire with friends learning techniques & tools.

I like that they include comments and questions from the group chat, which helps make the webinar more interactive.

Mark and Laara are great at drawing people into the discussion.

Taking the time to acknowledge the comments in the chat area was respectful and their attention to both educational and personal experiences demonstrated their intention to be as engaging and informative as possible. This made for a more relatable presentation.

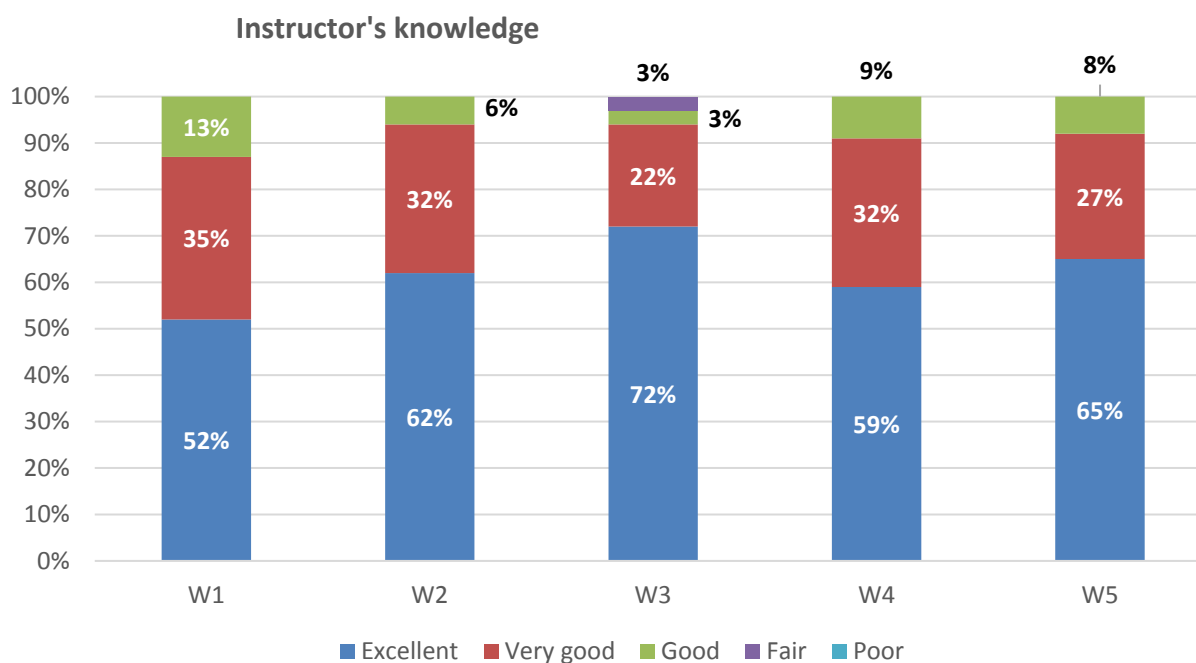
A few suggestions of improvement:

As we invite 1 to say a prayer or welcome, maybe invite 1 to do an icebreaker or brain gym that they may find useful?

The gentleman could slow down when reading out loud.

How would you rate your instructors' knowledge of the material?

About 90% of the respondents rated the instructors' knowledge of the material for each workshop as excellent or very good.





Participants had nothing but compliments for the instructors. (All comments are located in the Appendices B to F.)

Are you kidding me? Your knowledge and presentation skills are excellent and honestly has inspired me and given me a sense of confidence to carry on rising in my career.

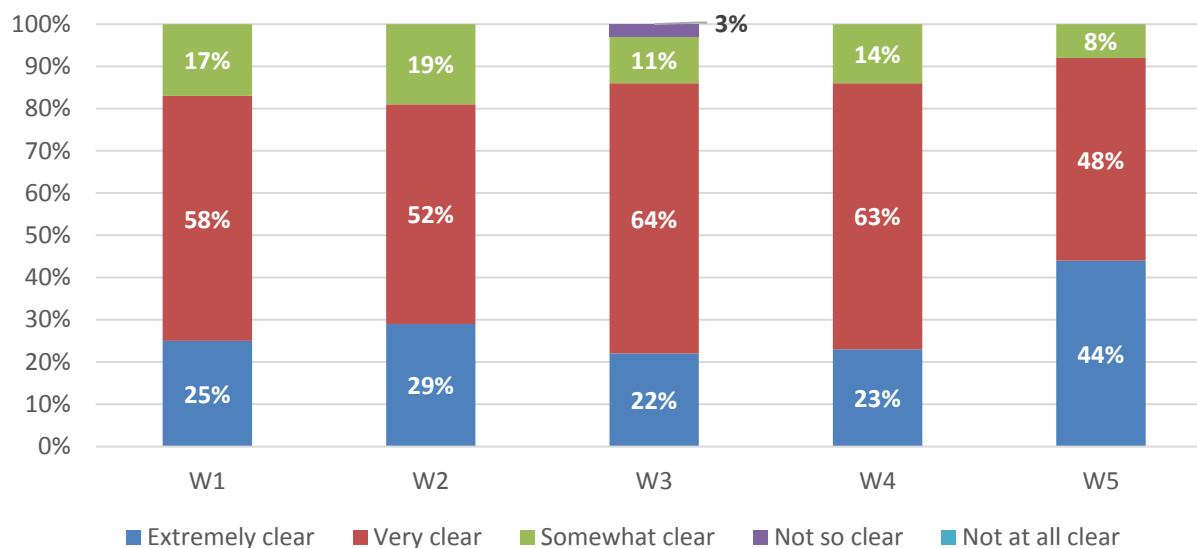
Exactly what I was looking for. Lots of knowledge and experiences.

FN knowledge which for me is different learning experience then the typical college/ university courses. I was listening & absorbing the material, didn't get bored.

How clear are you on the takeaways / lessons learned from the session?

Over 80% of the respondents were extremely or very clear on the takeaways / lessons learned from each workshop.

Clarity of takeaways / lessons learned



Participants appreciated the learning during the workshops, and also that they could watch the webinars and reread the materials again as some found a few subjects more challenging than others. On the whole, they found the learnings “clear and to the point.” (All comments are located in the Appendices B to F.)

Debriefing with my co-worker (other attendee) is helping in lessons learned and what we can do better as a Nation.

Being more aware of my own values and how they align (or not) with my job and organization is important and will help me set stronger goals and priorities.



I believe I grasped the content altogether, but we do have HW, I guess my B+ or F will confirm ...

*Sometimes you go to meetings and you go away thinking that I could've done something else
but this actually makes you wants to create comprehensive models of support
policies for all ages in our community.*

A few suggestions of improvement:

*Fragmented, due to articles, work book in different places ...
took a little bit of time to get organized.*

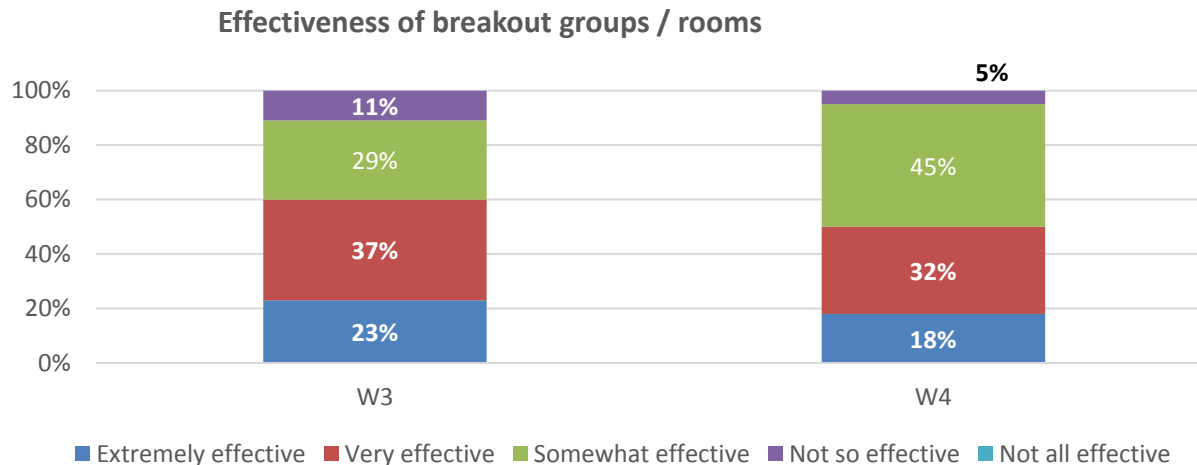
I had difficulty finding the material in my emails.

I would like additional references on lateral violence, conflict of interest - how to manage.

How effective did you find the breakout groups/rooms to be?

(This question was asked of the participants in Workshops 3 and 4)

Respondents in Workshops 3 and 4 had mixed reactions to the breakout rooms – 60% of respondents in Workshop 3 found the breakout groups to be extremely or very effective, while 50% in Workshop 4 found them to be extremely or very effective. The remainder of both workshops found them only somewhat or not so effective.

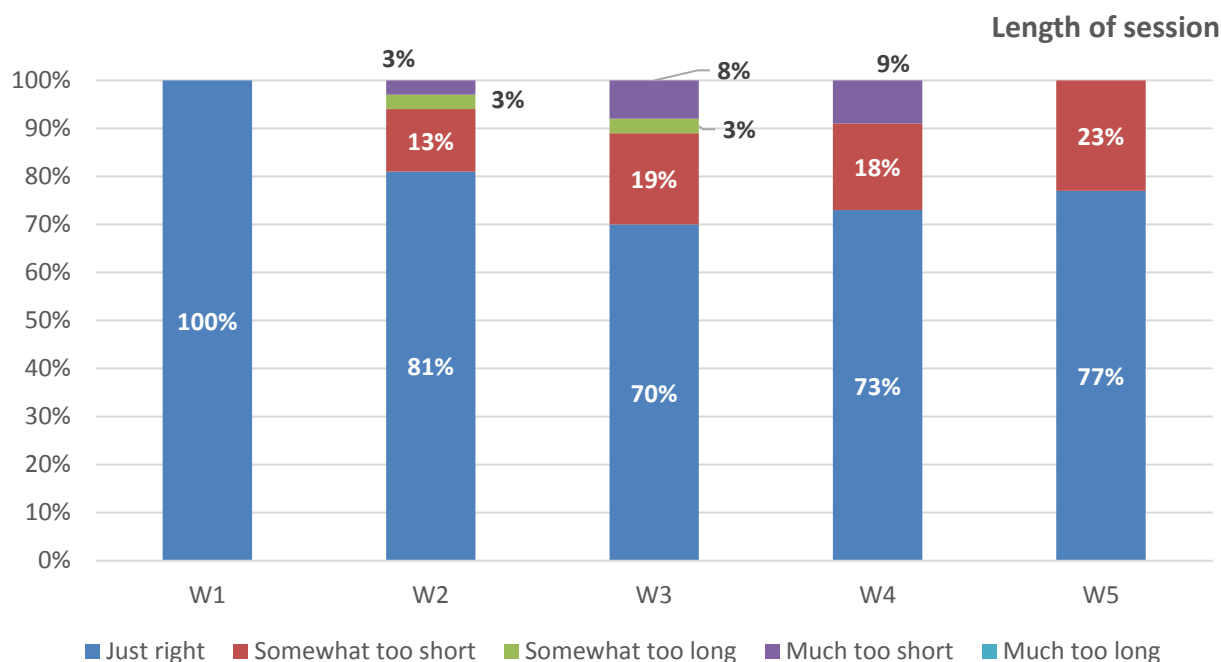


For Workshops 3 and 4, that incorporated breakout groups, generally they liked the tool but found the “time was short” and perhaps the group size was too big. Some did not have mics or cameras on their desktop so could not participate. One suggestion was to “send live links in an email so that participants can open from their body of email, as the document can be too busy to browse through or unable to open on a pdf.” Another was to “to assign a moderator for each group? We had a quiet bunch without a lot of discussion.” (All comments are located in the Appendices B to F.)



How do you feel about the length of the session?

While Workshop 1 was rated by all respondents as 'just right,' Workshops 2 to 5 were over 90% 'just right' or 'somewhat too short' (meaning the respondents wanted more time).



The participants overwhelmingly supported the shorter sessions that occurred in a series format. (All comments are located in the Appendices B to F.)

*I like that it is broken up and not daily and that it is not a long day.
Sometimes that can be too long if its a whole day.*

I like the idea of the series and am very interested in the next ones.

The 2-hour sessions are just right and allow for room to continue other duties throughout the day.

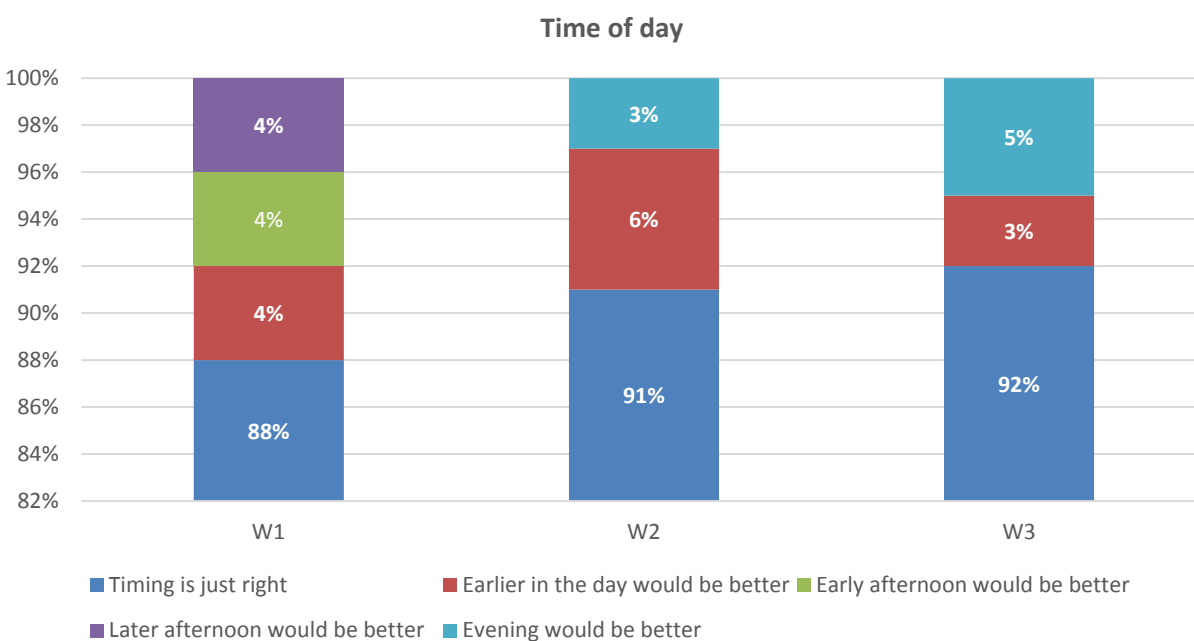
The only suggestions were that perhaps two hours was “too short for these particular topics, they are too important to only scratch the surface” and that the breakout sessions could have been longer.



How do you feel about the time of day for the session?

(This question was asked of participants in Workshops 1, 2 and 3)

About 90% of the respondents from Workshops 1, 2 and 3 thought the morning sessions were 'just'.



The participants liked the morning sessions, and that they did not start too early as it allowed them to *“get into the office to not only prepare for the course work, but the work day as well.”* (All comments are located in the Appendices.)

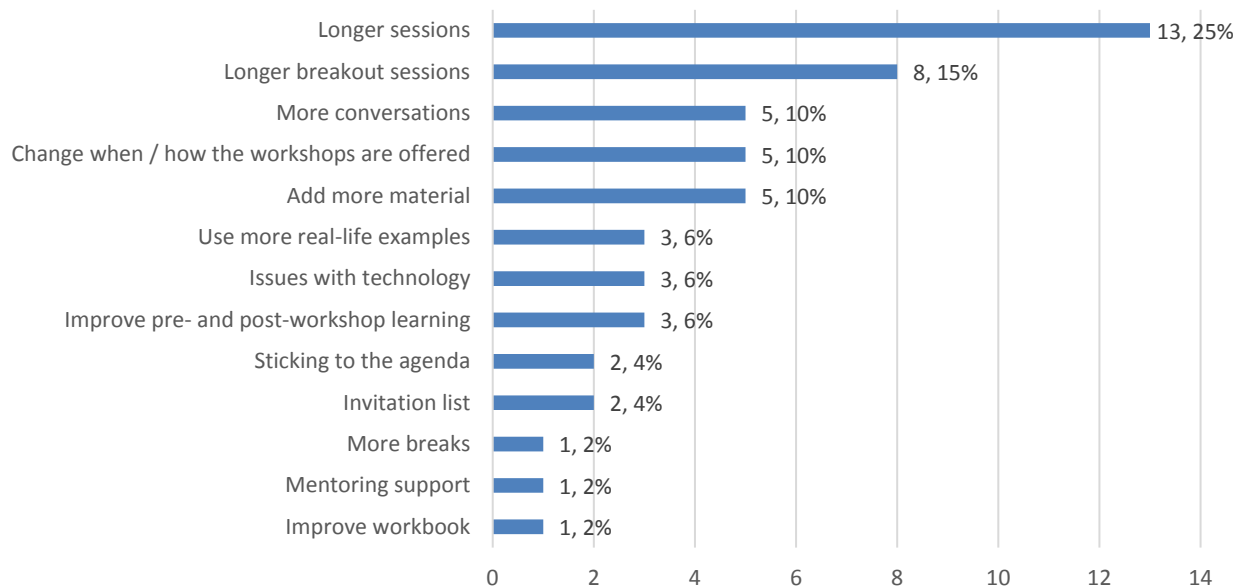
A suggestion was to review the time zones as for some, the sessions started at 08:00, which they found was early.

How do you feel this session could be improved?

Participants shared over 100 comments in response to this session, although half of them were about how much they enjoyed the workshops rather than on how they could be improved. Of the approximately 50 suggestions for improvement, the following themes were evident.



Themes of comments



Below are examples of the suggestions by theme.

Theme	Suggestion
Longer sessions	A bit of an extra time, to process information a bit.
	I really liked how we had homework and interacted in small groups... we need a little bit more breaks and make the session longer ... its so hard to keep focused on the computer screen
Longer breakout sessions	12 minutes for the Breakout session; some people are shy to start.
	more time for breakout sessions. "Open Mic" or Time at the end of the topics for people to speak on the topics
	The workshop discussion sessions could be longer for enhanced engagement among participants.
More conversations	lengthen the program to offer more time for conversations.
	Maybe more open conversation but it was still very good
Change when / how the workshops are offered	Provide a year long program?
	Have the session in the evenings.
	Summer may not be the best time for 2 times a week as so many are traveling or have other obligations



Theme	Suggestion
	Deliver in person rather than Zoom
	It is hard to say because there is a lot of information to cover. Maybe an advanced class? Part 2 ... this one could be the first part and an overview ... part 2 be more in depth?
Add more material	Being Trauma informed is critical to the work that we do, a whole workshop could be made around this material maybe as an add-on extra session possibly?
	perhaps add more videos to watch
	I find conflict management a touchy subject. I would like to learn more on how to understand, the safety of our co-workers,
	No suggestions other than it should be mandatory for all elected leaders in FN communities. Need to spend a bit more time on the topic of governance vs. management/administration.
	Possibly more sessions on strategic systems. Unpacking it so that those who have not done work to u sweat and the bigger picture such as lateral violence and the root of it historically, and today's impact .
Improve pre- and post-workshop learning	At the end, have a checklist on what was covered, homework, etc. so we can see -.
	To receive materials ahead of time.
	high speed internet, more training for zoom sessions, to learn more about how to operate when taking part in a zoom mtg.
Use more real-life examples	I would like more real-life examples shared throughout the sessions.
	it would be nice to use leadership examples with Aboriginal people ... or leaders
	Relevant examples of in community workings.
Issues with technology	I'm not sure if I'm the only one who cannot access use of my microphone and video, please consider providing a Zoom Meeting ID Number and a Password.
	I was not able to see the questions on the Kahoot game at the end, I had to switch back onto zoom mtg to read them, Was fun though!
Sticking to the agenda	As much as I love hearing people's stories and experiences, I really think we should stay on topic and stick to the agenda. I really don't like rushing at the end of the sessions because we are behind
Invitation list	Elder present / Youth present
	It should be mandatory for all elected leaders in FN communities.
Improve workbook	Could our handout have been 3-hole punched and ready to insert into a binder



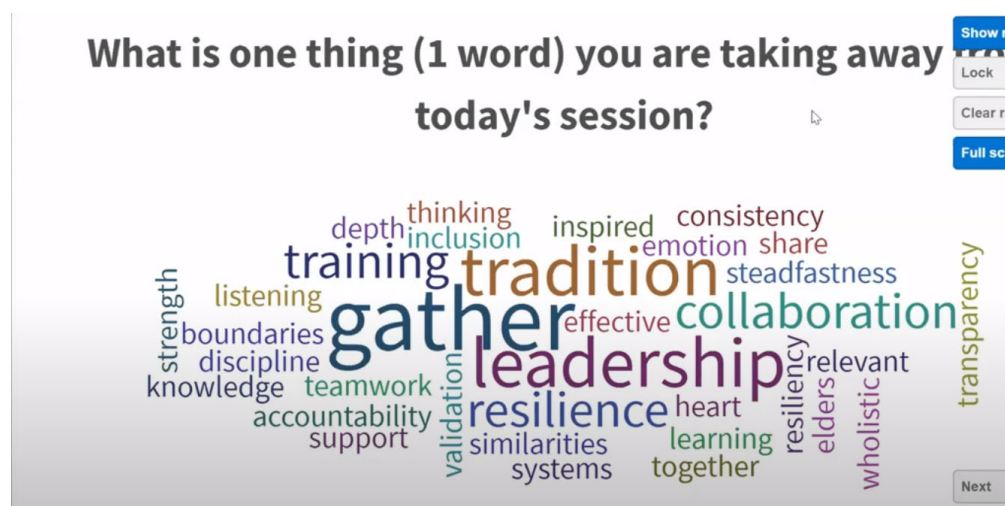
Theme	Suggestion
Mentoring support	Although there are options for mentoring etc. I am curious if this would look different for those working alone like myself.
More breaks	We need a little bit more breaks ... it's so hard to keep focused on the computer screen

A few other suggestions that were very specific include the following:

I suggest the title of training be expanded to name other types of leadership including Board of Directors/Board Members because individuals may believe that the training is exclusive to Chiefs and Council and not applicable to other types of leadership.

Maybe providing ideas on how to break down silos. Seems no matter how many team building exercises our Nation has participated in we still have silos we need to break through.

As an educator I reflected on whether or not I would have stopped the Kahoots session. It is a fun and engaging activity which I have done before. Maybe more time in having participants use their phones, as I think that is what we have done as a group. Or, continue with the questions and have participants type their answers with no prizes today?





Please share any other comments, questions, or concerns.

Lots of compliments were noted by participants about all aspects of the Workshops – from the presenters to the homework. Below are a few examples. (The full list of responses is located the Appendices B to F.)

I am always pleased and humbled to come away learning something every session -- even with a master's degree. I find the communication is grounded, relatable and not filled with complicated language or words.

I am so happy with the information shared today. when you mentioned to share this with others, also when you said talk in our language as much as possible. It made me feel like there can be a spiritual piece to the work I do. Thank you!

I have told many people about this course, its so valuable, it was well organized and the instructors were informative.

I have watched one three times already. I will again they are so good.

I look forward to part 2.

It is great to know that our First Nation is heading in the right direction and that we are being lead by some great leaders.

Thank you for this opportunity to learn and grow with others, for myself, and most of all, for and with my community. I look forward to being placed where they want or need me, in any capacity, and this will help guide my intentions and actions.

This is a very interesting course to gain knowledge on, and reflect back on how we conduct ourselves at work, and our lives away from work, our daily lives and living off the land, and grounding ourselves traditionally (prayer/meditation). Thank you.

Suggestions included the following:

- Spread timing of sessions out
- Add lateral violence as a subject
- links and material need to be shared more clearly
- Improve the use of Zoom and the moderating, and provide a Zoom Meeting ID # and Password
- Share the participant list



Appendices

Appendix A: Overall Evaluation

Appendix B: Workshop 1: Exploring Leading Self

Appendix C: Workshop 2: Team Development

Appendix D: Workshop 3: Conflict Management

Appendix E: Workshop 4: Systems Thinking

Appendix F: Workshop 5: Organizational Development

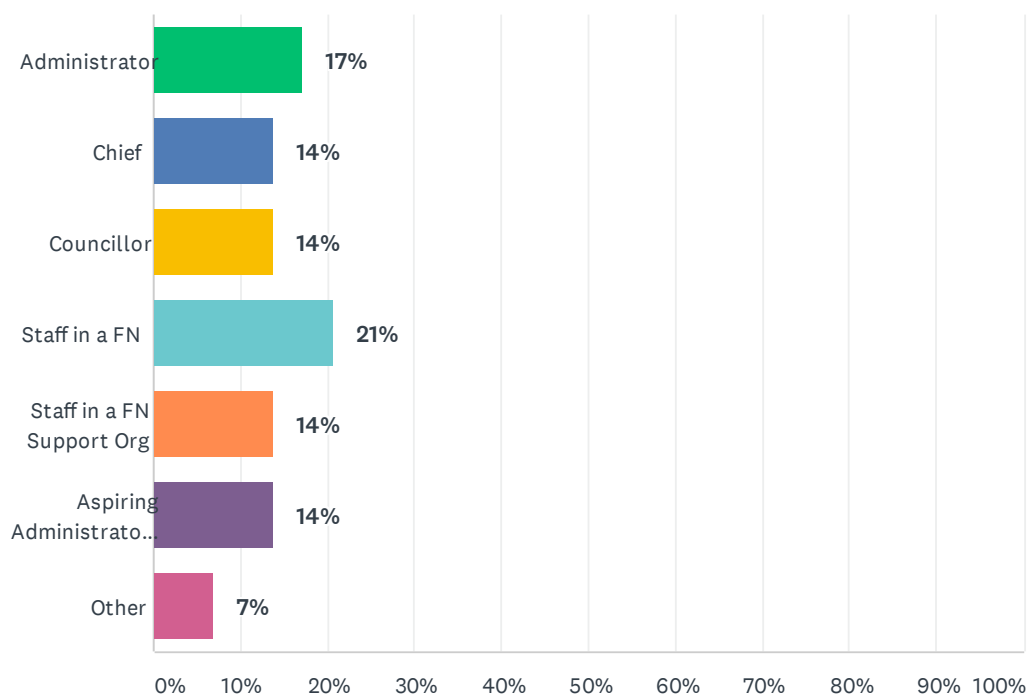




Appendix A: Overall Evaluation

Q3 Which of the following best describe your role in your community or organization?

Answered: 29 Skipped: 0

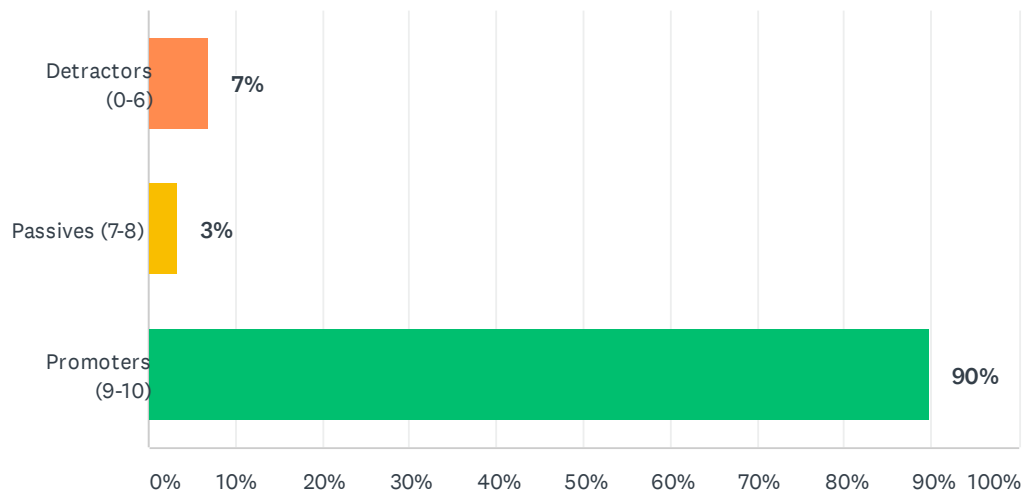


ANSWER CHOICES	RESPONSES	
Administrator	17%	5
Chief	14%	4
Councillor	14%	4
Staff in a FN	21%	6
Staff in a FN Support Org	14%	4
Aspiring Administrator and/or Elected Leader	14%	4
Other	7%	2
TOTAL		29

#	OTHER (PLEASE SPECIFY)	DATE
1	Supporting Indigenous Communities - RBC	8/6/2020 2:44 PM
2	educator	8/6/2020 11:58 AM

Q4 How likely is it that you would recommend this series of six leadership workshops to a friend or colleague?

Answered: 29 Skipped: 0



DETRACTORS (0-6)	PASSIVES (7-8)	PROMOTERS (9-10)	NET PROMOTER® SCORE
7% 2	3% 1	90% 26	83

Q5 If you were recommending this training series to a friend or colleague, what would you say?

Answered: 26 Skipped: 3

Evaluation Form #6 - Overall Feedback for Training Series

#	RESPONSES	DATE
1	This training is amazing.	8/19/2020 2:32 PM
2	If you are interested in gaining a broader perspective on Indigenous Governance take this training. If you are looking for deeper understanding and knowledge in producing measurable outcomes for your nation they may know where to guide you.	8/17/2020 4:16 PM
3	Research documents are a good read and discussions are engaging. Time is just right. Not too long.	8/17/2020 1:30 PM
4	Please don't hesitate to put your name forward. The training is very helpful and I highly recommend it	8/16/2020 8:56 PM
5	Okay this is the first thing that comes to mind- I would say, clear your schedule and turn off your phone because you'll be sad if you miss a minute.	8/16/2020 12:10 PM
6	Very informative & easy going	8/13/2020 4:18 PM
7	This workshop was amazing. It was both reflective on the self, past-traumas, and organizational systems. It felt incredibly holistic and culturally competent. I would recommend any leader in a FN community to take this workshop series.	8/13/2020 3:47 PM
8	I would say it's mandatory learning for anyone in a leadership/management role. I would encourage individuals that life-long learning is a value that must be practiced, and that we all need to open our minds and hearts and be TEACHABLE.	8/13/2020 3:14 PM
9	Provides an overview what to expect and tools to utilize when in the role	8/6/2020 2:44 PM
10	Yes, this training is helping me. I need to be able to know myself and my limits and boundaries in order to be able to help my community	8/6/2020 1:03 PM
11	I would say you have a great team who supports and acts on a very professional dependable manner.	8/6/2020 12:28 PM
12	Excellent course!	8/6/2020 12:10 PM
13	very informative; lots learning tools	8/6/2020 12:10 PM
14	that it is relevant and informative	8/6/2020 12:10 PM
15	indigenous focused not just western view, daily schedule makes space for indigenous communication preferences, creates confidence in indigenous home-grown governance by showcasing current leaders	8/6/2020 12:09 PM
16	yes, This was a great leadership program	8/6/2020 12:02 PM
17	The knowledge I gained was inspiring and it motivated me to do more each day!	8/6/2020 11:59 AM
18	IF YOU WOULD LIKE TRAINING ON LEADERSHIP, CHECK THIS OUT, EXCELLENT	8/6/2020 11:58 AM
19	to be with indigenous ways of being comprised with Eurocentric ways of being - finding balance with leadership	8/6/2020 11:58 AM
20	Interesting to know other admin staff great networking during Covid-19	8/6/2020 11:58 AM
21	This training series inspires all leaders to courageously stand in our own values. We lead with humility, values and in the best interest of the people we serve! O Siem.	8/6/2020 11:58 AM
22	this workshop provides insight and tools geared towards self-discovery of own leadership strengths and styles.	8/6/2020 11:58 AM
23	It is very interesting and is a great refresher and lots of great shared info	8/6/2020 11:57 AM
24	The information was delivered in a concise way that incorporated collaboration and time to digest.	8/6/2020 11:56 AM
25	It is grounding	8/6/2020 11:54 AM
26	Excellent guide for elected leaders and managers. Keeps it professional rather than personal	8/6/2020 11:53 AM

Q6 If you were talking to a funder (i.e. federal or provincial government) who might be considering supporting another series of leadership training like this one, what would you say to them about the value of the training series to First Nations?

Answered: 26 Skipped: 3

Evaluation Form #6 - Overall Feedback for Training Series

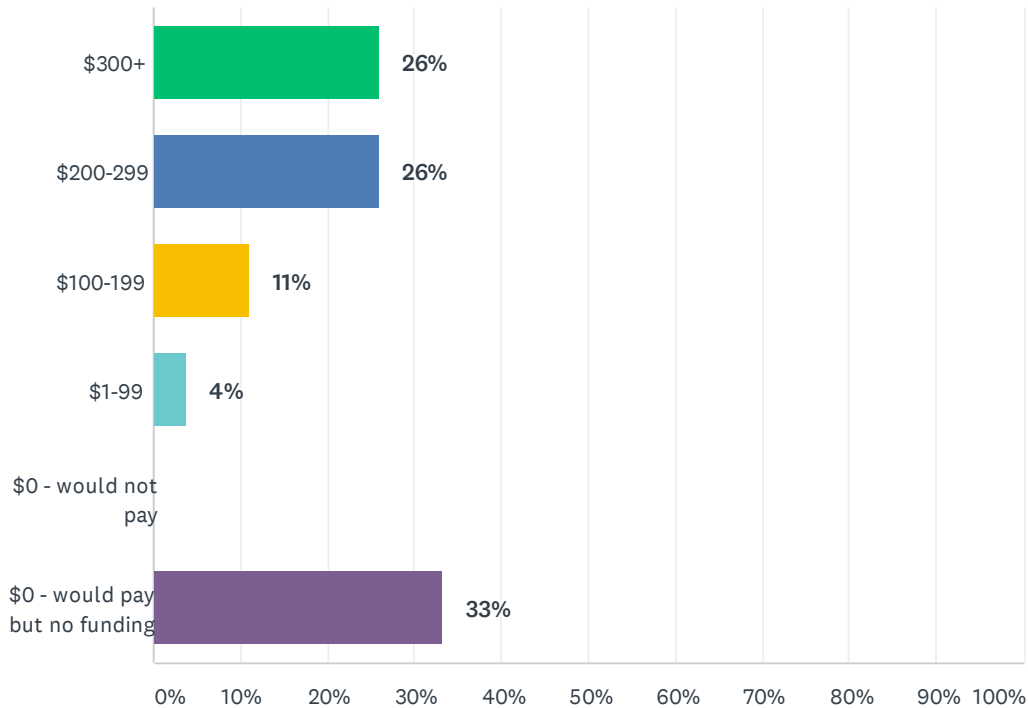
#	RESPONSES	DATE
1	Please consider funding this training, all First Nations in leadership roles would definitely benefit from this.	8/19/2020 2:32 PM
2	We must do what we can to support Good Governance Practices within our Nations.	8/17/2020 4:16 PM
3	It is extremely important to know the history and details of our past governments dealings with our communities.	8/17/2020 1:30 PM
4	As a First Nations person finding my way through government. Knowing that there are training programs like this one has helped me tremendously. Knowing that any person can be a positive role model in their own community is the first step. Taking this training is one of those first steps. Having others know that they too May be able to take First Nations governance training given by First Nations is always a good thing. As First Nations are learning they are able to empower themselves, taking this training helps with those power movements	8/16/2020 8:56 PM
5	This series of education was developed and presented by skilled leaders that are Indigenous, they are inspiring. I felt comfortable with them and the content, they were sincere in their endeavor to educate and develop other Indigenous leaders. I have a bachelor of nursing and I have taken many main stream non- Indigenous leadership education. Nothing that compares to this- I felt they had my back and this is their lives work, their passion. They do not want any of us to fail, they are a true inspiration. XO	8/16/2020 12:10 PM
6	The leadership training is based on BC First Nations Peoples, our organizations & administrations.	8/13/2020 4:18 PM
7	This workshop provides a unique space for community leaders to build or learn new skills, while also being able to communicate their challenges and successes with other people in similar roles. It truly is fulfilling a unique need not met by other initiatives.	8/13/2020 3:47 PM
8	I would say that investing our leadership is a huge gap, and that positive change is a top-down activity.	8/13/2020 3:14 PM
9	The training was established at the community and relevant, it provided an overview on skills required in a leadership role along with tools to utilize.	8/6/2020 2:44 PM
10	I would like to thank you giving the many communities the opportunity to be able to be a part of this great learning sessions. It is great for all involved to be able to learn from each other and know that we can work together. We are in this together and need to know how each of us can be of some help to each other. This session can go forward to help all those that are just stepping into new roles within First Nations offices as well as new people just getting into First Nations Politics I would like to see more courses and I would attend if given the opportunity	8/6/2020 1:03 PM
11	That we are stronger together and it's good to walk with other nations where they are at and have an end goal of success! That this training helps lead everyone on the same strong path.	8/6/2020 12:28 PM
12	This training is extremely valuable to ADministrators and CHief and COuncils in order to advance in capacity development.	8/6/2020 12:10 PM
13	very informative - there is a great need for trained qualified leaders; we went thru 6 in a period of 3 years	8/6/2020 12:10 PM
14	it is invaluable, to be taught by First Nations presenters to have your perspective, makes it real	8/6/2020 12:10 PM
15	indigenous led training is key to reaching communities and aspiring leaders, many programs are western based only and create a sense of not being applicable and not willing to HEAR what communities want to create. This format and presenters are very welcoming and overcome those western limitations.	8/6/2020 12:09 PM
16	Very Valuable, each day lead up to the next day training. Very informational and able to look at diverse aspects of leadership.	8/6/2020 12:02 PM
17	PLEASE CHECK OUT THIS FOUNDATIONS IN LEADERSHIP FOR ADMINISTRATORS AND COUNCIL TRAINING	8/6/2020 11:58 AM
18	follow up, revisiting is crucial	8/6/2020 11:58 AM
19	To help us b on same page as our leaders n how to engage with members as leaders.. reflect	8/6/2020 11:58 AM

Evaluation Form #6 - Overall Feedback for Training Series

	on journal writing weekly. Learned from best practices	
20	Today, we are making history in allowing the leaders to open their courageous spirits to lead our people, our Mustimuhw to realize their potential.	8/6/2020 11:58 AM
21	this training is focused on a balance of both traditional FN strengths and knowledge as well as mainstream business needs that are structured and measurable	8/6/2020 11:58 AM
22	that this workshop is amazing and a good way to network and learn from other communities	8/6/2020 11:57 AM
23	Informative	8/6/2020 11:57 AM
24	the workshop helped me in many ways to understand that I do not stand alone in strategizing with other communities. It is a valuable workshop to engage others to share their successes, challenges and change processes.	8/6/2020 11:56 AM
25	Money well spent	8/6/2020 11:54 AM
26	This training should be mandatory for all ISC elected officials, and managers.	8/6/2020 11:53 AM

Q7 This pilot series has been offered at no cost to participants. How much would you be willing to pay to register for a series of six workshops like this going forward?

Answered: 27 Skipped: 2



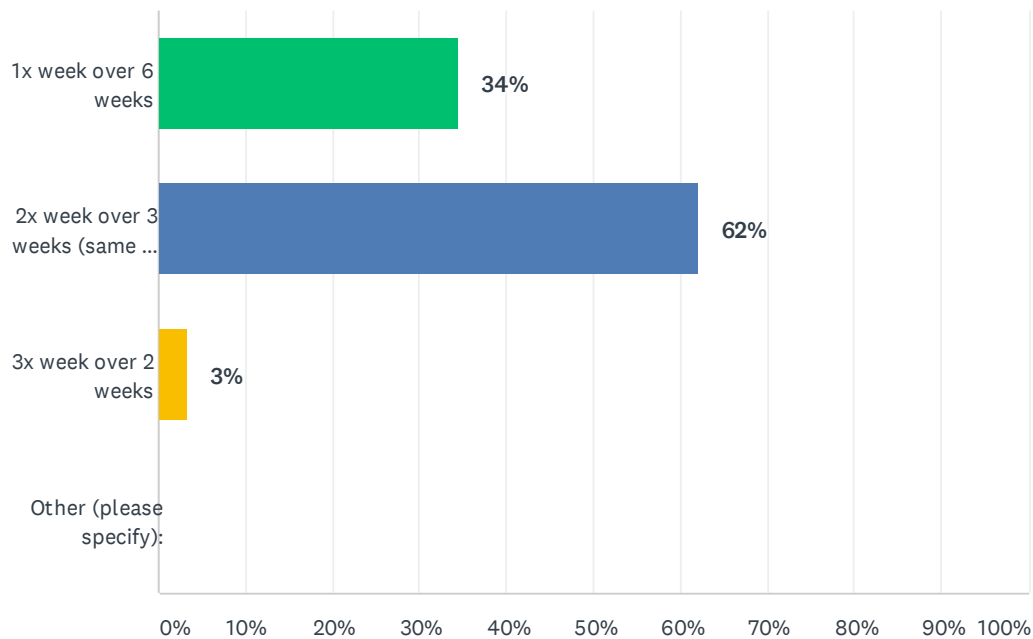
ANSWER CHOICES	RESPONSES	
\$300+	26%	7
\$200-299	26%	7
\$100-199	11%	3
\$1-99	4%	1
\$0 - would not pay	0%	0
\$0 - would pay but no funding	33%	9
TOTAL		27

Evaluation Form #6 - Overall Feedback for Training Series

#	IF YOU FEEL IT IS IMPORTANT THAT THIS TRAINING REMAIN FREE, PLEASE EXPLAIN WHY BELOW:	DATE
1	I think it should remain free, for the new Chief and Council	8/18/2020 2:39 PM
2	Many community members might find it useful to take part in learning more about leadership. We must continue developing a value and support for governance.	8/17/2020 4:16 PM
3	Ideally it would be nice for it to be free. But personnel time isn't free. By offering it by Zoom it makes it affordable by not renting a room or paying for hotels and incidentals/travel.	8/17/2020 1:30 PM
4	As each First Nations community are different, so are the financial situations. Some may be able to help community members pay for the training and may not. As most First Nations communities are 80% unemployed, having this training remain free will keep the spots available full at all times	8/16/2020 8:56 PM
5	It is wonderful that it is free but if I could put a dollar value on the leadership training that I have taken so far in my life, which included college level management development courses that cost thousands, this training would be equal in dollar value. Moreover, this training made me feel good, like there is hope-maybe someday, I will be able to sit at the all non-Indigenous Aboriginal Leadership tables of Fraser Health Authority and make decisions for and with Indigenous Peoples.	8/16/2020 12:10 PM
6	I feel that ISC or provincial governments should fully cover the costs of this type of training. Colonialism buried a lot of these skills within each community, and they should pay the damages. Whether or not this means the funds go to the facilitator or the nations themselves is worth discussing.	8/13/2020 3:47 PM
7	I work for a non-profit with little, to no budget for professional development.	8/13/2020 3:14 PM
8	I would pay, but as for most people or communities. There may not be any way to be able to pay for workshops like this. So machining free helps so many that want to learn but can't pay.	8/6/2020 1:03 PM
9	I believe this very variable training for our members, administration, and council. Even bring an Elder or Youth to ensure all bases are covered and respected.	8/6/2020 12:28 PM
10	opens the communication between communities who have distrust or don't have the knowledge how much we can really connect to each other in building leadership and governance practices. Budget may be a knee-jerk reaction to not reaching out.	8/6/2020 12:09 PM
11	If this remains free it allows us to know that we can all take part without the stigma of lack of funds	8/6/2020 12:02 PM
12	limited training funds	8/6/2020 11:59 AM
13	UNEMPLOYED AT THIS TIME, BUT WOULD HIGHLY RECOMMEND THIS	8/6/2020 11:58 AM
14	would like to consider with my pro d funds	8/6/2020 11:58 AM
15	This training should remain free or have a minimal fee to envelope First Nations in an opportunity to decolonize leadership practice and to believe in him or herself.	8/6/2020 11:58 AM
16	I do feel that this should remain free of costs as many FN are on budgets which are done prior to knowing this scheduled.	8/6/2020 11:58 AM
17	I think that I should be free, because the information is so important that everyone can participate	8/6/2020 11:57 AM
18	cause more FN's are able to participate	8/6/2020 11:57 AM
19	Nations do not always have training dollars for their leaders and this is important to consider.	8/6/2020 11:56 AM

Q8 If we are to offer this six-part training series again, what schedule would you recommend?

Answered: 29 Skipped: 0

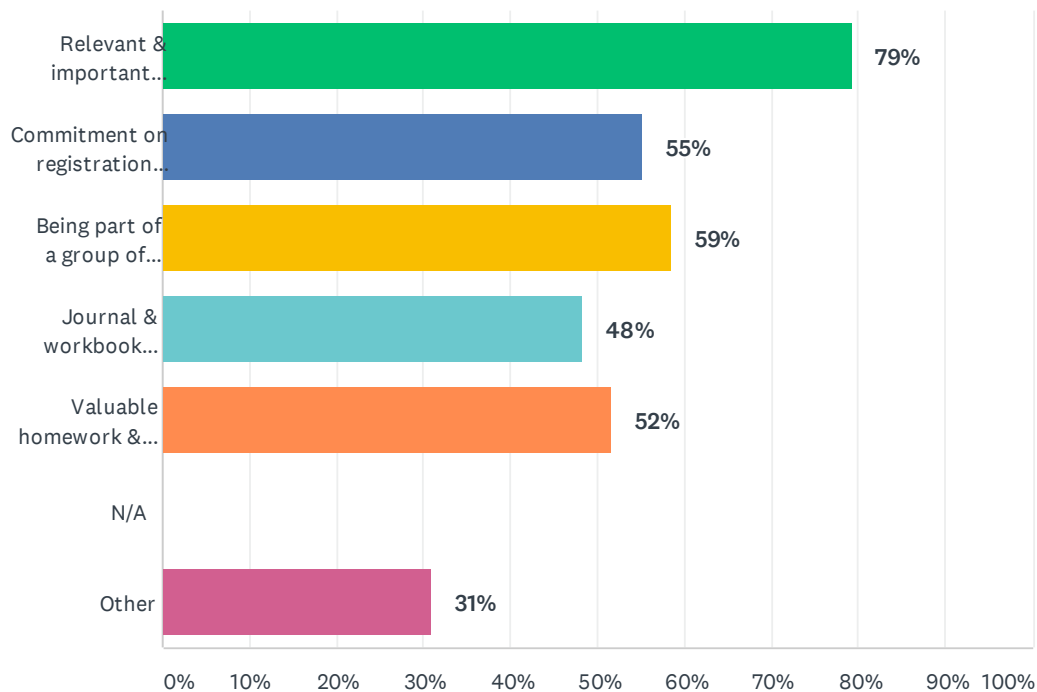


ANSWER CHOICES	RESPONSES	
1x week over 6 weeks	34%	10
2x week over 3 weeks (same as this pilot)	62%	18
3x week over 2 weeks	3%	1
Other (please specify):	0%	0
TOTAL		29

#	OTHER (PLEASE SPECIFY):	DATE
	There are no responses.	

Q9 If you were able to attend all (or most) of the six workshops, what is it that encouraged you to stay committed? [Please select all that apply]

Answered: 29 Skipped: 0



ANSWER CHOICES	RESPONSES	
Relevant & important content	79%	23
Commitment on registration form	55%	16
Being part of a group of learners	59%	17
Journal & workbook mailout	48%	14
Valuable homework & readings	52%	15
N/A	0%	0
Other	31%	9
Total Respondents: 29		

Evaluation Form #6 - Overall Feedback for Training Series

#	OTHER (PLEASE SPECIFY)	DATE
1	I haven't been able to attend because of my schedule during this time. I am so disappointed that I was not able to attend but my calendar so overlapped with other meetings, I would like to do this training again since I missed it all	8/18/2020 2:39 PM
2	Knowing that I would be learning not just how to be a good leader in my community, but I am also learning things about myself that I may now have noticed.	8/16/2020 8:56 PM
3	By Indigenous leaders and geared towards developing Indigenous leaders.	8/16/2020 12:10 PM
4	I like my journal, but it wasn't the reason I completed the series, so I didn't check that box.	8/13/2020 3:14 PM
5	Maybe have discussions emailed so that it's discussed at the next sessions. So it keeps everyone accountable and also included. Maybe survey monkey and use charts.	8/6/2020 12:28 PM
6	I felt the need to take this course; to learn more about being an administrator; needed more tools to do my job properly	8/6/2020 12:10 PM
7	hearing real world feedback from current leaders, learning about current concerns and success from attendees.	8/6/2020 12:09 PM
8	everything	8/6/2020 12:02 PM
9	inclusion	8/6/2020 11:58 AM

Q10 What is your biggest takeaway or lesson learned from this training series?

Answered: 28 Skipped: 1

Evaluation Form #6 - Overall Feedback for Training Series

#	RESPONSES	DATE
1	Conflict Management and Policy Development.	8/19/2020 2:32 PM
2	Make this a priority, for me to do a better job for my people.	8/18/2020 2:39 PM
3	I am going to further research incorporating tradition governance practices to the work I do. Using a good heart, and good mind when making decisions.	8/17/2020 4:16 PM
4	The homework was interesting, a huge print job but extremely helpful	8/17/2020 1:30 PM
5	Knowing that there are many communities like mine own are all going through the same struggles. Knowing that there are so many things I can do for my community as long as I stay on track be open and transparent and honest	8/16/2020 8:56 PM
6	Maybe one day as an Indigenous person, the playing field in leadership positions that make decisions for us-but, without us will be leveled. We will have educated Indigenous Peoples representing us in all sectors.	8/16/2020 12:10 PM
7	The books info print offs- excellent reference books	8/13/2020 4:18 PM
8	This work isnt about us, its about the community. It can be thankless work, but it is necessary work, and just as necessary to understand past traumas within communities. We are resilient, and there are tools out there to make us able to take this good work on.	8/13/2020 3:47 PM
9	That many of our communities still have so far to go to come to a place of where good governance practices exist. Some communities are so much farther ahead than others, and that we have much to learn from each other.	8/13/2020 3:14 PM
10	Ability to connect and hear from other participants provided various perspectives on the content provided.	8/6/2020 2:44 PM
11	Learning about myself and limitations and my boundaries as a person in the government section. Helped me be able to be more effective as a leader	8/6/2020 1:03 PM
12	Love the strategic framework template that I'm working on with our council and community engagement coordinator	8/6/2020 12:28 PM
13	I acquired a greater sense of knowledge across a very broad spectrum that includes vital topics.	8/6/2020 12:10 PM
14	values and skills	8/6/2020 12:10 PM
15	that leading from the heart while following policy is a win/win. Thank you so much for everything	8/6/2020 12:10 PM
16	nothing about us, without us. humility leaders reach the heart of community concerns best. best leaders know and create the boundaries and policies to help keep everyone on track. tailored policies help pull in staff and consultants that are the best fit to the community.	8/6/2020 12:09 PM
17	Self Care and Respect for everyones differences. Not for us without us.	8/6/2020 12:02 PM
18	research policy planning, strategic planning	8/6/2020 11:59 AM
19	TEAM GROWTH ORGANIZATIONAL DEVELOPMENT ENGAGING WITH MEMBERS	8/6/2020 11:58 AM
20	feeling validated and true to being indigenous	8/6/2020 11:58 AM
21	Engaging n learning tools to stay focus on helping others to make it a better place to work as one.	8/6/2020 11:58 AM
22	Respect, courage and leadership as well as maintaining humility.	8/6/2020 11:58 AM
23	supportive connection	8/6/2020 11:58 AM
24	This is an amazing informative program, there are so much I learned and so much that I have taken away	8/6/2020 11:57 AM
25	planning and having tasks that go towards your Goals.	8/6/2020 11:57 AM
26	Understanding other nation leaders common issues and successes.	8/6/2020 11:56 AM
27	Collaboration	8/6/2020 11:54 AM

Evaluation Form #6 - Overall Feedback for Training Series

28	leading self, others, and nation rebuilding. I am on the right track!	8/6/2020 11:53 AM
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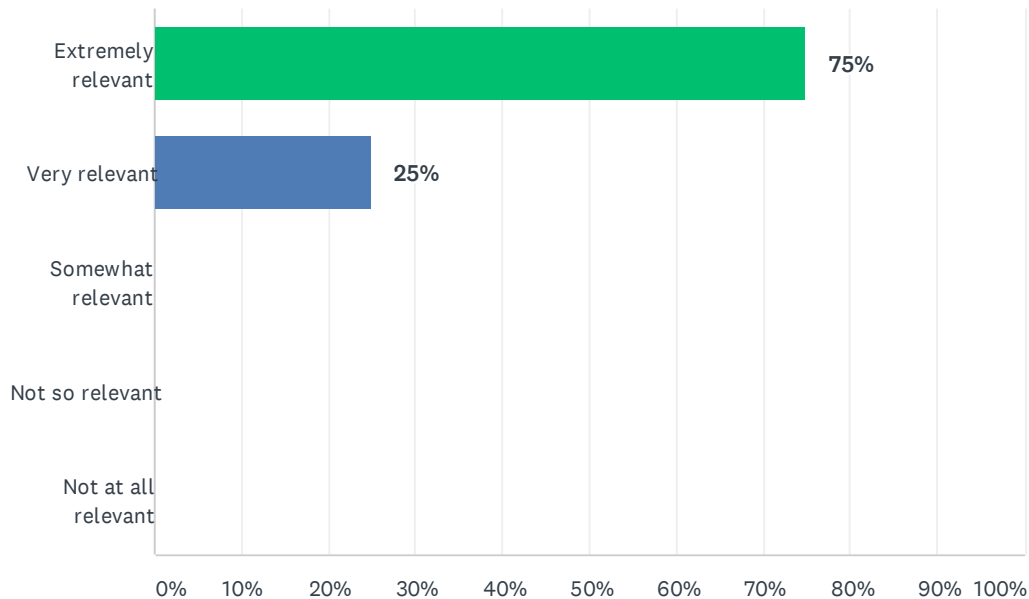
Q11 What other content would you like to see in Part 1 of this "Leading Self" series?

Answered: 24 Skipped: 5

#	RESPONSES	DATE
1	N/A	8/19/2020 2:32 PM
2	Understand your triggers	8/17/2020 4:16 PM
3	far stretch but how to deal with negative nancies in our communities. How to put the positive influences in our community. Huge negativity leads to lateral violence.	8/17/2020 1:30 PM
4	Wouldn't change a thing	8/16/2020 8:56 PM
5	Maybe the book Discover You Clifton Strengths as a give away as it coincides well with the Myer Briggs personality material.	8/16/2020 12:10 PM
6	Being responsive, learning how to be efficient and most importantly is having time for self care.	8/13/2020 4:18 PM
7	guest speakers!	8/13/2020 3:47 PM
8	Common governance activities that are not supported by best practice. ie. micro-management, conflict of interest, lateral violence etc.	8/13/2020 3:14 PM
9	Each could have been a separate workshop in itself, a good overview but the discussion and content proved it needed further discussion and tools.	8/6/2020 2:44 PM
10	Not unless there are trauma counsellors on hand. I believe it would be best to leave it the way it is now. To delve into a persons self being and not knowing what is going to open in that person may lead to things out of the sessions control.	8/6/2020 1:03 PM
11	Inclusion of our culture we follow, also what goals we are working towards.	8/6/2020 12:28 PM
12	A financial Management and Economic Development component	8/6/2020 12:10 PM
13	not really; it was full of info	8/6/2020 12:10 PM
14	I think possibly a little more information on goal setting and practice on the journal writing, what to write, how you answer these questions for self	8/6/2020 12:10 PM
15	a larger session (to create space for the verbal comments) to allow attendees to put forward current problems around specific... land code, education etc roadblocks that they are encountering. to give opportunity for peer support.	8/6/2020 12:09 PM
16	Leading Others	8/6/2020 12:02 PM
17	resource speakers	8/6/2020 11:58 AM
18	Reflection n global settings n commitments	8/6/2020 11:58 AM
19	It is good; the leaders are where they are at in their leadership practice and it is beautiful.	8/6/2020 11:58 AM
20	There is nothing that I can think of right now	8/6/2020 11:57 AM
21	i think its already great	8/6/2020 11:57 AM
22	budgeting	8/6/2020 11:56 AM
23	Self-care and taking steps to Receive support from community	8/6/2020 11:54 AM
24	policy helps to reduce personalization of issues within the workplace.	8/6/2020 11:53 AM

Q12 How relevant has material from this training series been to your role or to the role you aspire to have?

Answered: 28 Skipped: 1

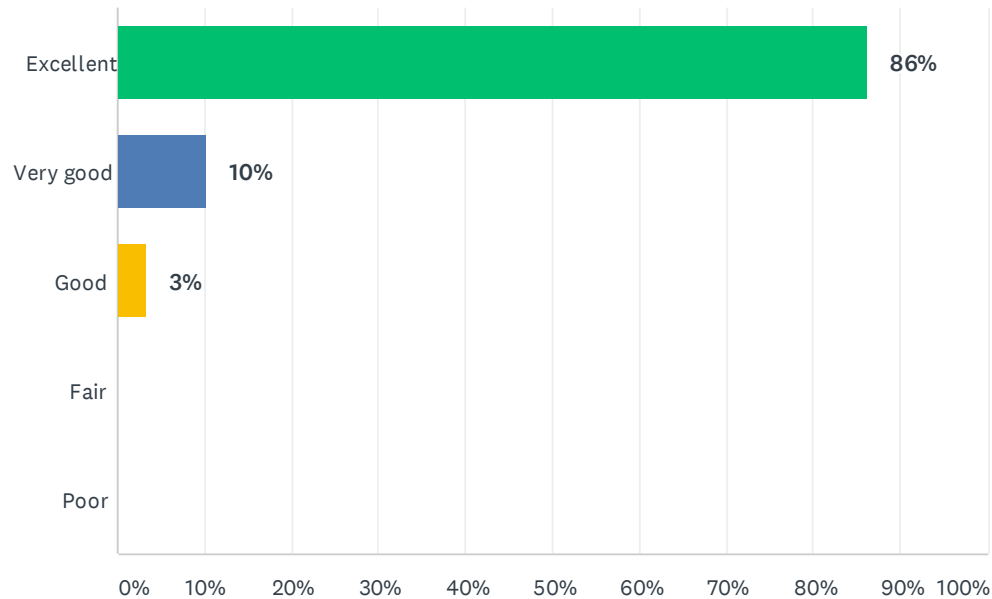


ANSWER CHOICES	RESPONSES	
Extremely relevant	75%	21
Very relevant	25%	7
Somewhat relevant	0%	0
Not so relevant	0%	0
Not at all relevant	0%	0
TOTAL		28

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	The tools for comprehensive planning. The model of one community's comprehensive plan.	8/17/2020 1:30 PM
2	The material and leadership style of the educators gave me inspiration, they are cleaver and honest. Their style inspires passion in Indigenous Peoples, they are humble. They show up without a soap box, I can relate to that-	8/16/2020 12:10 PM
3	these workshops have helped me immensely with learning about myself as a leader and how I can change things in myself to be effective	8/6/2020 1:03 PM
4	I took on this role; due to not finding an administrator; I never thought I would be one; I have always been a support staff; so didn't take any formal training to be an administrator	8/6/2020 12:10 PM
5	I am a non-first nations program manager for our band and it so helped me with clarity,a deeper understanding how the leadership role works within our organization.	8/6/2020 12:10 PM

Q13 How would you rate your instructors' knowledge of the material?

Answered: 29 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	86%	25
Very good	10%	3
Good	3%	1
Fair	0%	0
Poor	0%	0
TOTAL		29

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	I felt as though we just scratched the surface, I wanted to see you go deeper.	8/17/2020 4:16 PM
2	If you can lead without being boring it was extremely helpful. Sometimes, ideas and thoughts go right over your head because it was not understandable. It was plain English :) that I could understand.	8/17/2020 1:30 PM
3	It's always refreshing when an instructor knows how to engage their participants/students. As well as know a great deal of what they are teaching.	8/16/2020 8:56 PM
4	Are you kidding me? Totally amazing, super knowledgeable and strong educators.	8/16/2020 12:10 PM
5	Excellent work!	8/6/2020 12:10 PM
6	CC would be a help in zooming in on specific phrases thrown out by instructors for independent research	8/6/2020 12:09 PM

Q14 Please share any final comments, questions, or concerns about about the six-part training series.

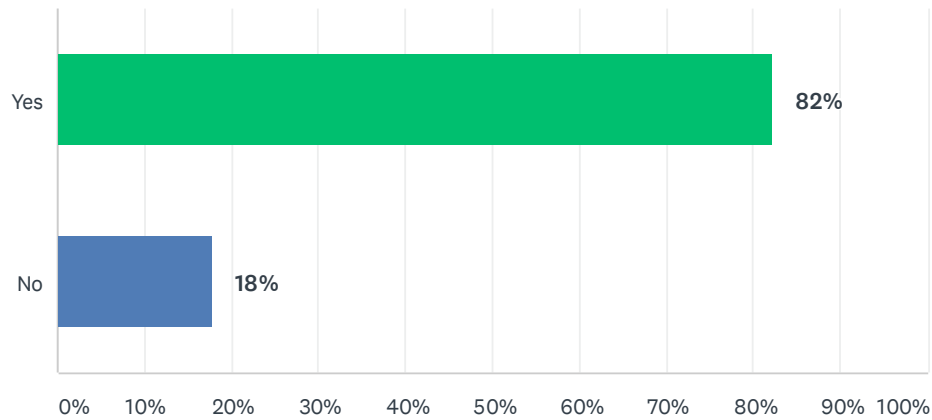
Answered: 25 Skipped: 4

Evaluation Form #6 - Overall Feedback for Training Series

#	RESPONSES	DATE
1	A very great training opportunity.	8/19/2020 2:32 PM
2	to do a meeting request process to have it embed in my outlook calendar, it would have made it easier to keep up to the scheduling. More times to doing the process through out the year to get on to the program	8/18/2020 2:39 PM
3	I was happy to be a part of the pilot project.	8/17/2020 4:16 PM
4	I like how you give the homework, powerpoint at the end. Kept us getting us ready for the next class.	8/17/2020 1:30 PM
5	I hope to be able to be a part of the next training in the near future. Knowing that there are programs like this to help me and others be a more positive impact in our community is always a great thing	8/16/2020 8:56 PM
6	When I seen this educational opportunity available at my place of employment, Kwikwetlem First Nation. I was super excited and asked to attend immediately. I am so happy that I did, the education was invaluable and has given me strength to carry on with my professional development goals of becoming a leader within the organization. I was just about ready to give up and be lead by the nose by non-Indigenous People; however, through this education I became re-charged, the education gave me strength to carry on with my professional goal. The stars, lined up. I do have a Bachelors of Nursing and so many other education certifications, I am experienced, driven and passionate about the health and wellness of Indigenous People, my goal is obtainable.	8/16/2020 12:10 PM
7	Thank you for this opportunity to be a part of this pilot project.	8/13/2020 4:18 PM
8	Giaxsixa to all the people involved with making this workshop series! It has been immensely helpful to an indigenous youth who tries his best to take on leadership positions, and I will be grateful for the tools and use them often!	8/13/2020 3:47 PM
9	I am grateful to have been part of this pilot and am 100% committed to participating in future sessions. Thank you.	8/13/2020 3:14 PM
10	Further workshops on each section -	8/6/2020 2:44 PM
11	Again, thank you so much for allowing all these communities to be able to have the opportunity to be a part of great workshop	8/6/2020 1:03 PM
12	Thank you so much for your teachings and listening and guiding us.	8/6/2020 12:28 PM
13	I am truly honored to have been a part of this amazing course!	8/6/2020 12:10 PM
14	Good timeframe for first one; looking forward to next session.	8/6/2020 12:10 PM
15	I so loved this series and would continue my training if anything more is offered.	8/6/2020 12:10 PM
16	Thank you I really hope I can be apart of the next series.	8/6/2020 12:02 PM
17	Mussi (thank you) for sharing your knowledge	8/6/2020 11:59 AM
18	LOVE IT, ENJOYED LISTENING TO THE FACILITATORS AND OTHER MEMBERS, IT IS AN HONOR TO BE PART OF THIS EXCELLENT WORKSHOP	8/6/2020 11:58 AM
19	thank you for your time	8/6/2020 11:58 AM
20	I will continue to read the info given.	8/6/2020 11:58 AM
21	Huy tseep q'u Sii'em Thank you all; respected humans.	8/6/2020 11:58 AM
22	I loved it!!!	8/6/2020 11:57 AM
23	it was great	8/6/2020 11:57 AM
24	Homework and reading would have been easier to retrieve via direct email	8/6/2020 11:54 AM
25	very insightful, and pulls all my prior learning together. It is a great reminder given we can get lost in the work and chaos at times.	8/6/2020 11:53 AM

Q15 May we share your words, along with your name and community/organization, on our promotional materials?

Answered: 28 Skipped: 1



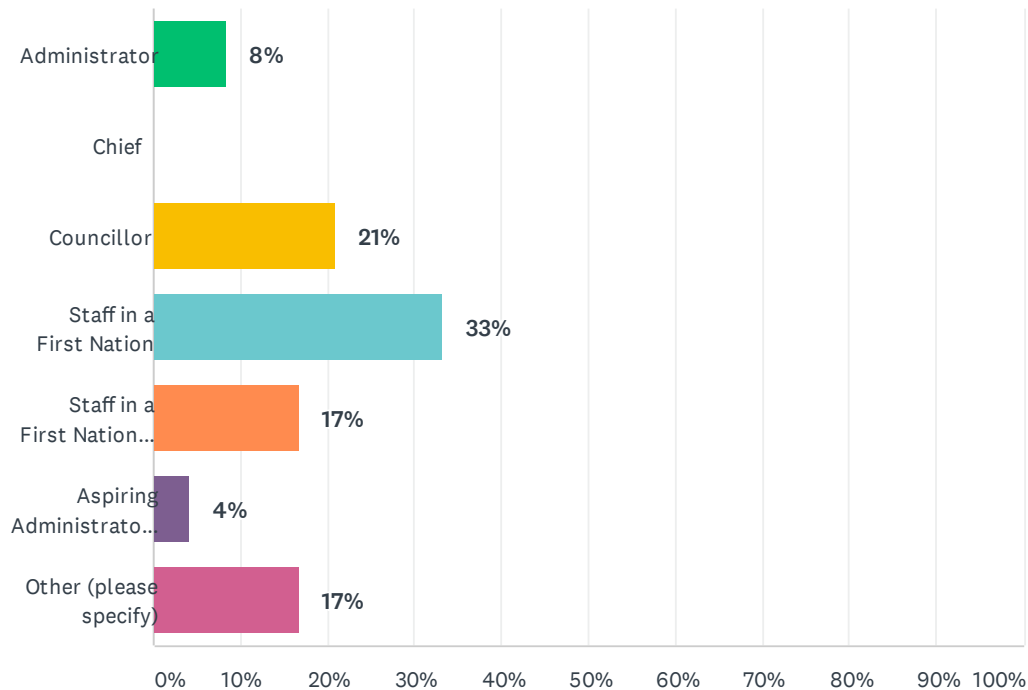
ANSWER CHOICES	RESPONSES	
Yes	82%	23
No	18%	5
TOTAL		28



Appendix B: Workshop 1: Exploring Leading Self

Q3 Which of the following best describe your role in your community or organization?

Answered: 24 Skipped: 0

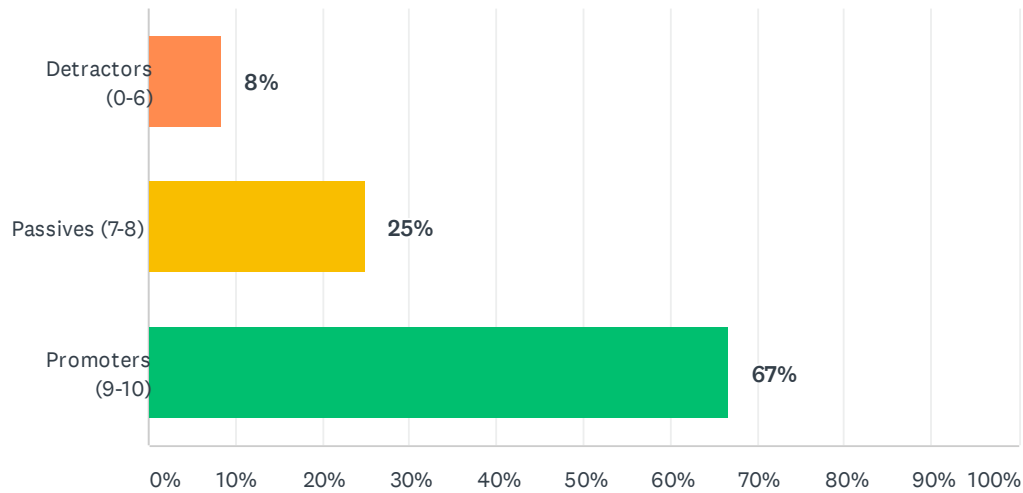


ANSWER CHOICES	RESPONSES	
Administrator	8%	2
Chief	0%	0
Councillor	21%	5
Staff in a First Nation	33%	8
Staff in a First Nation Support Organization	17%	4
Aspiring Administrator and/or Elected Leader	4%	1
Other (please specify)	17%	4
TOTAL		24

#	OTHER (PLEASE SPECIFY)	DATE
1	Director of Health and Wellness	7/22/2020 5:10 PM
2	Senior Inclusion Facilitator, NVIT Campus & Northern Provincial Advisor and Family Liaison	7/22/2020 2:05 PM
3	UPDATE INDIGENOUS PEDAGOGIES AND CURRENT EVENTS FOR SCHOOL DISTRICT	7/21/2020 8:17 PM
4	board of directors for legal and traditional summer camp, committee member for community engagement teams (health, band council, child and family services)	7/21/2020 3:47 PM

Q4 How likely is it that you would recommend this session to a friend or colleague?

Answered: 24 Skipped: 0



DETRACTORS (0-6)	PASSIVES (7-8)	PROMOTERS (9-10)	NET PROMOTER® SCORE
8% 2	25% 6	67% 16	58

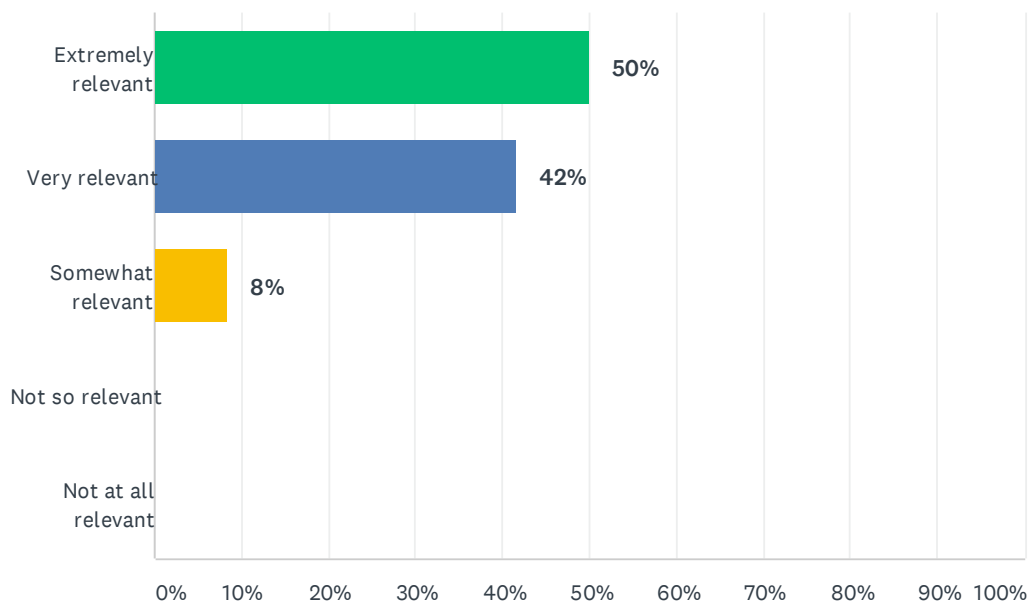
Q5 What is your biggest takeaway or lesson learned from this session?

Answered: 23 Skipped: 1

#	RESPONSES	DATE
1	the ability that leading starts at yourself, but is never about yourself.	7/24/2020 10:15 AM
2	Understanding others, working as a team	7/23/2020 10:14 AM
3	Term, value-based leadership. i know what it is, now i have a phrase for it.	7/23/2020 9:23 AM
4	I learned about learning planning, reflective learning, and good governance strategies.	7/23/2020 9:11 AM
5	That my vision is what is supposed to be. And my colleges out voting me all the time is wrong	7/23/2020 6:46 AM
6	the value of good governance	7/22/2020 5:10 PM
7	Research our own traditional laws	7/22/2020 4:17 PM
8	My biggest takeaway from session 1 was that a solid foundation/framework was established. With this, came a focus on oneself yet the bigger picture of community and family was never lost. I appreciated that no one was attempting to cram too much information into one session.	7/22/2020 2:05 PM
9	The importance of personal reflection and the importance of having the 'tough' conversations.	7/22/2020 12:49 PM
10	leadership growth	7/22/2020 10:28 AM
11	There was an emphasis on people discussing the need to self-analyze and heal prior to becoming a leader - a point that needs to be addressed more thoroughly by us FN individuals but at the communal level as well.	7/22/2020 9:06 AM
12	Accountability- passive participation need to speak up when Council/staff are not enforcing the policies & procedures.	7/22/2020 8:40 AM
13	The valued and shared thoughts on a good mind and heart	7/22/2020 12:24 AM
14	My biggest take away is the different styles of leadership, how they are influenced by those that we look up to, and respect as leaders.	7/21/2020 9:53 PM
15	COMING TOGETHER AND WITNESSING DIVERSITY AND LIKE MINDS	7/21/2020 8:17 PM
16	Ability to interact and communicate while learning; foundation is knowing yourself, what you want to learn and be as a person is key to determining how you move forward personally and as a leader.	7/21/2020 7:26 PM
17	most practice classroom learning goals. personal learning goals is a concept that should be practiced in every learning environment where learners' needs are vilified and challenging learners to further develop personal thinking and applications. very paulo freire - treating learners as subjects rather than objects	7/21/2020 3:47 PM
18	To be a good leader you must start with yourself... creating goals, gaining balance, and reflecting	7/21/2020 3:09 PM
19	How does that system work, systems establish how this work within it	7/21/2020 2:51 PM
20	It's nice to do a refresher on my own personal goals by writing them down, getting motivated to do homework and move forward with reflection.	7/21/2020 2:40 PM
21	LEARNING THE TOOLS IN GOVERNANCE AND HOW TO BE A LEADER AS IN INTEGRITY, KNOWLEDGE, PATIENCE, AND TAKE BACK YOUR MEMBERS INPUT AND PUT FORWARD.	7/21/2020 2:26 PM
22	Nothing about us without us	7/21/2020 2:25 PM
23	Helped me to get focused again and to get back to my own goals	7/21/2020 2:23 PM

Q6 How relevant is the material to your role or to the role you aspire to have?

Answered: 24 Skipped: 0



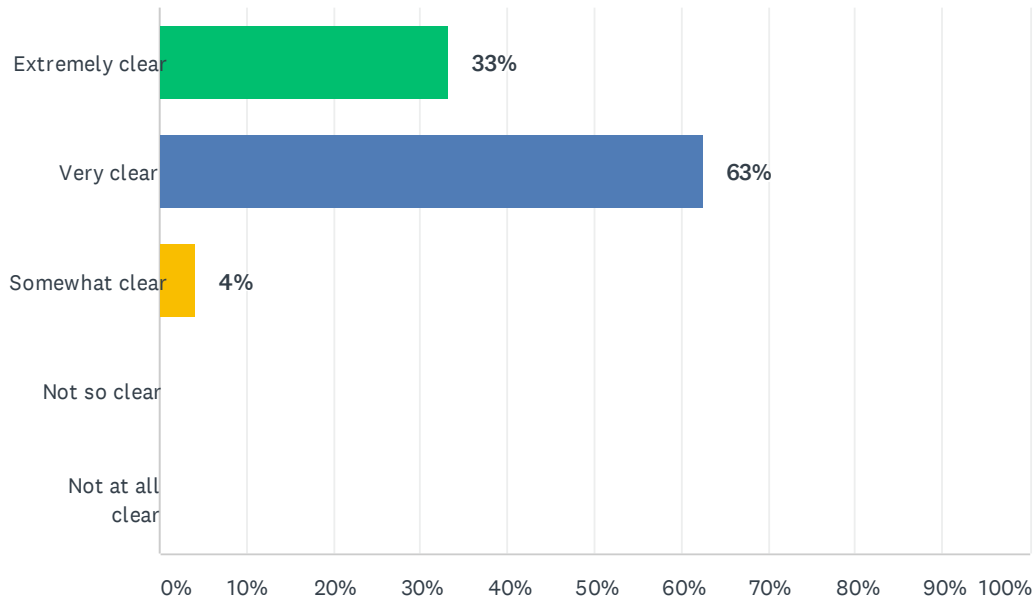
ANSWER CHOICES	RESPONSES	
Extremely relevant	50%	12
Very relevant	42%	10
Somewhat relevant	8%	2
Not so relevant	0%	0
Not at all relevant	0%	0
TOTAL		24

Evaluation Form - Training Session #1

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	My role as an inclusion facilitator at NVIT has been unique from those of my colleagues throughout BC, given NVIT is an Aboriginal Institution. With this role personal learning goals, learning planning and learning style are at the top of our list and often being recognized or rediscovered as an independent adult and are always evolving with every experience and passing year. To be fair I have not received the mail out order so yesterday was my first opportunity to get more details, but so far so good.	7/22/2020 2:05 PM
2	Instructors touching on very interesting points that aren't generally thought of by many current leaders (that I've personally encountered)	7/22/2020 9:06 AM
3	As landlord there needs to be leadership to ensure the assets and health & safety of citizens are foremost. Need standard accommodations to provide a foundation toward building a health & strong relationship in community.	7/22/2020 8:40 AM
4	I feel that the relevance comes from the internal learning that I found where I can build off of the knowledge from my academic self, as well as my spiritual self, and be inclusive of my own values. Leading from a place I can envision and the way that feels right to my spirit.	7/21/2020 9:53 PM
5	I WILL FIND OUT FURTHER AS I GO A LONG WITH COURSE	7/21/2020 8:17 PM
6	in order to support others' journeys to aspire to be supportive, non judgemental partners, community members, leaders, relatives, i must possess those qualities as a role model	7/21/2020 3:47 PM
7	It feels like we are starting from the beginning, so we don't miss any steps and I really appreciate that	7/21/2020 3:09 PM
8	it's nice to take time do these activities. As a Councillor i get bogged down with day to day at a very slow pace. It's nice to re-boot and get a fresh focus on aspirations whether in health, spirit, politics and such.	7/21/2020 2:40 PM

Q7 How clear was the presentation of information?

Answered: 24 Skipped: 0



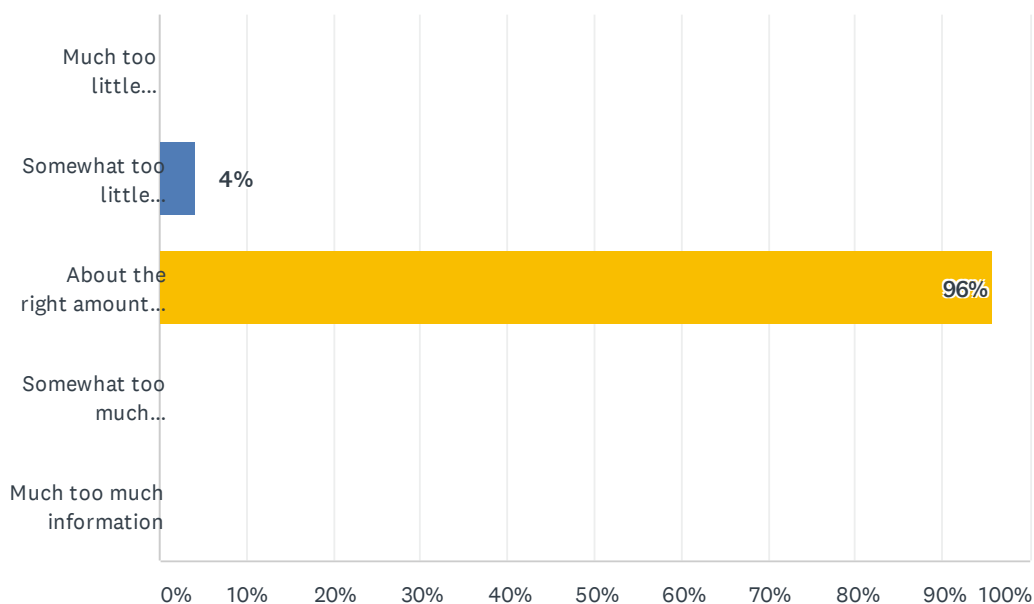
ANSWER CHOICES	RESPONSES	
Extremely clear	33%	8
Very clear	63%	15
Somewhat clear	4%	1
Not so clear	0%	0
Not at all clear	0%	0
TOTAL		24

Evaluation Form - Training Session #1

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	The presenters were clear and all material to some degree was relatable.	7/22/2020 2:05 PM
2	It's obviously going to take some time to experiment with how to best utilize Zoom as an educational tool for 70 participants. Maybe offer to them that they record their questions or that the facilitators record and offer responses at the end - given that they are not urgent. It occurred to me that this should be addressed, mostly because with so many folks we can get off-track very easily. Unless it's a technical question, perhaps it should be saved until the end so that those who are not asking or needing answers can exit on time...	7/22/2020 9:06 AM
3	Easy to understand & informal - good relaxing learning experience	7/22/2020 8:40 AM
4	once over the technical difficulties, (which I did not find a bother) the information flowed very well. It was easy to understand and made sense to me.	7/21/2020 9:53 PM
5	MY WONDER: COULD WE HAVE INTRODUCED WHO WE ARE AND WHERE WE COME FROM, 1 AT A TIME VIA ALPHABETICAL ORDER?	7/21/2020 8:17 PM
6	personal learning goals may be 'new' to an elder like myself, although i have had aspiring teachers in life and in learning institutions. old, empty flasks learning creeps back and having this type of validating learners' presentations/workshops is a reminder to create environment of respectful, critical learning and 'doing.'	7/21/2020 3:47 PM
7	I really enjoyed the layout of the presentation. Opening prayer, setting expectations, overview, engaging audience, goal setting, good leaders. It was easy to follow along and it felt like it was relatable to my work.	7/21/2020 3:09 PM

Q8 How do you feel about the amount of information presented?

Answered: 24 Skipped: 0

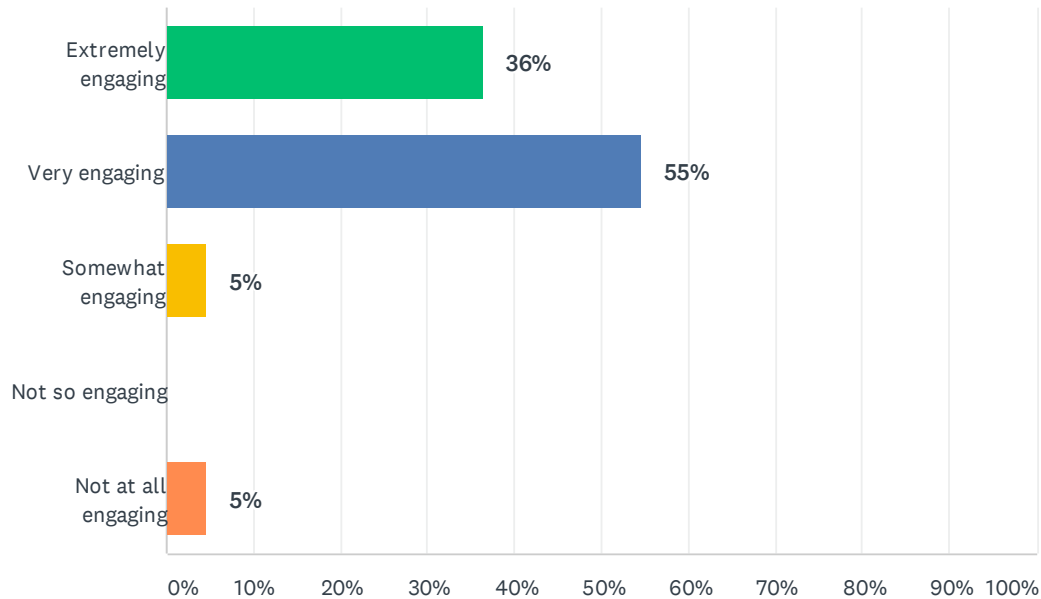


ANSWER CHOICES	RESPONSES	
Much too little information	0%	0
Somewhat too little information	4%	1
About the right amount of information	96%	23
Somewhat too much information	0%	0
Much too much information	0%	0
TOTAL		24

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	There's quite a bit of reading material, I would say it's just about there (not too much), but if there was to be a slight reduction in the visible/visual material I think it could be a potentially minor, though, positive change	7/22/2020 9:06 AM
2	2 hrs is good & information presented was enough to process. Breaks are great to reboot our minds.	7/22/2020 8:40 AM
3	the information for the first day was good, I need to work at making time that is undisturbed in the future which will enable me to give my whole attention.	7/21/2020 9:53 PM
4	ALL GOOD	7/21/2020 8:17 PM
5	i wasn't on line for this first part and i'm only taking from the first batch of slides and the workshop agenda and plans/expectations/outcomes are outlined and flow in a clear manner. haawa (thx)	7/21/2020 3:47 PM
6	I did not feel information overload at the end of the session. I felt like I was refreshed and inspired for the next task (homework)	7/21/2020 3:09 PM
7	Impeccable time management	7/21/2020 2:25 PM

Q9 How engaging were your instructors?

Answered: 22 Skipped: 2

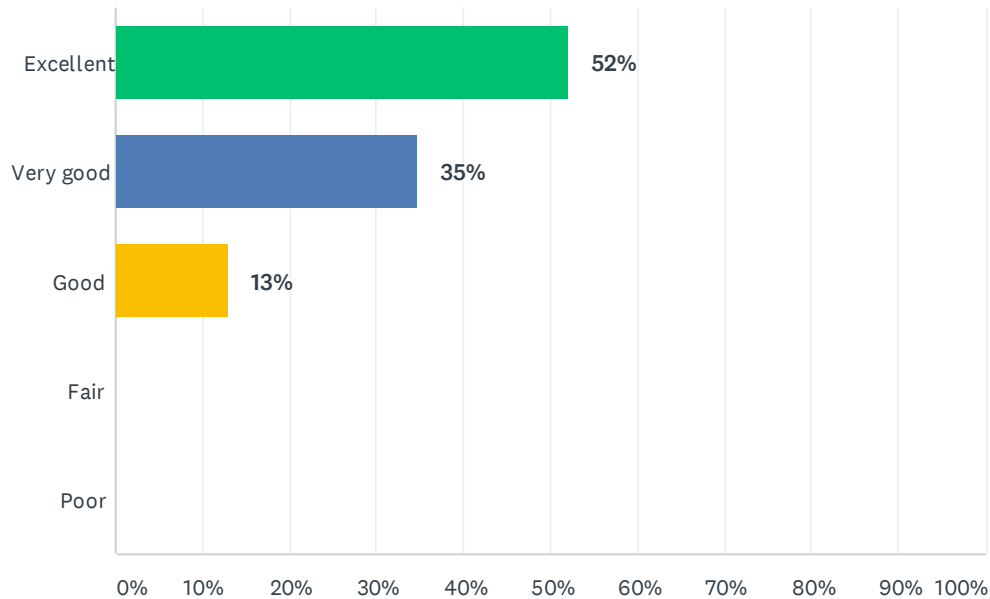


ANSWER CHOICES	RESPONSES	
Extremely engaging	36%	8
Very engaging	55%	12
Somewhat engaging	5%	1
Not so engaging	0%	0
Not at all engaging	5%	1
TOTAL		22

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	Taking the time to acknowledge the comments in the chat area was respectful and their attention to both educational and personal experiences demonstrated their intention to be as engaging and informative as possible. This made for a more relatable presentation.	7/22/2020 2:05 PM
2	They responded to questions arising throughout the training as best as they could, requested participant input on several occasions, very engaging	7/22/2020 9:06 AM
3	Informal & respectful - lost for words was like sitting around campfire with friends learning techniques & tools	7/22/2020 8:40 AM
4	Not today	7/22/2020 12:24 AM
5	Mark and Laara are great at drawing people into the discussion.	7/21/2020 9:53 PM
6	was not on	7/21/2020 3:47 PM
7	I like how they both stood at the front of the room as if presenting in person. They also checked the chat box often and kept the sharing limited to keep on track.	7/21/2020 3:09 PM

Q10 How would you rate your instructors' knowledge of the material?

Answered: 23 Skipped: 1

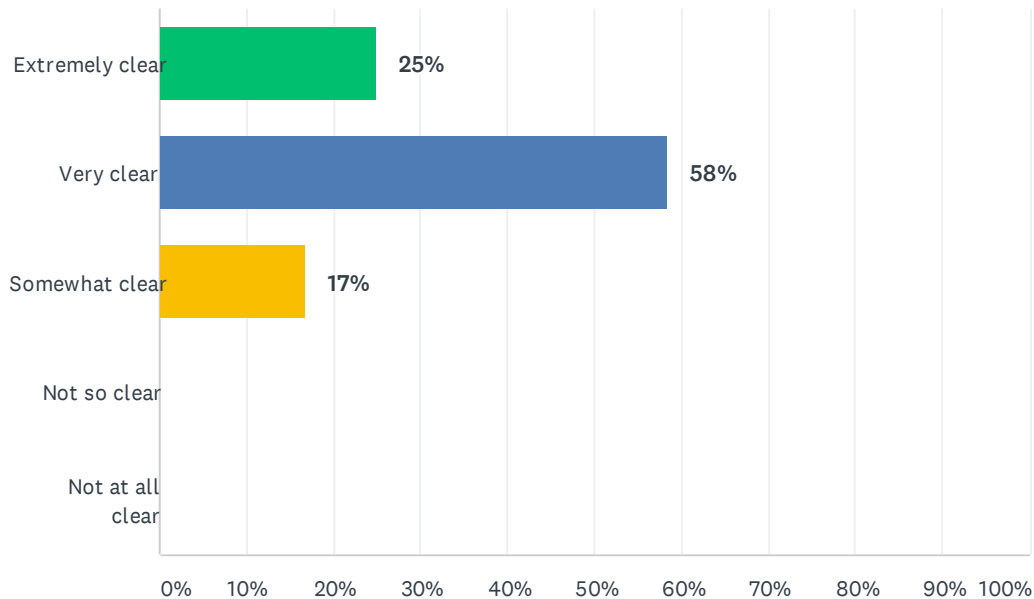


ANSWER CHOICES	RESPONSES	
Excellent	52%	12
Very good	35%	8
Good	13%	3
Fair	0%	0
Poor	0%	0
TOTAL		23

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	Exactly what I was looking for. Lots of knowledge and experiences.	7/22/2020 2:05 PM
2	We at Kwikwetlem are no strangers to the vast arsenal of information and guiding words that our facilitators and the hosts are in possession of.	7/22/2020 9:06 AM
3	FN knowledge which for me is different learning experience then the typical college/ university courses. I was listening & absorbing the material, didn't get bored.	7/22/2020 8:40 AM
4	was not on but i'm sure it was as good as the outline	7/21/2020 3:47 PM
5	It seemed as though they both had the professional knowledge as well as cultural knowledge.	7/21/2020 3:09 PM

Q11 How clear are you on the takeaways/lessons learned from the session?

Answered: 24 Skipped: 0

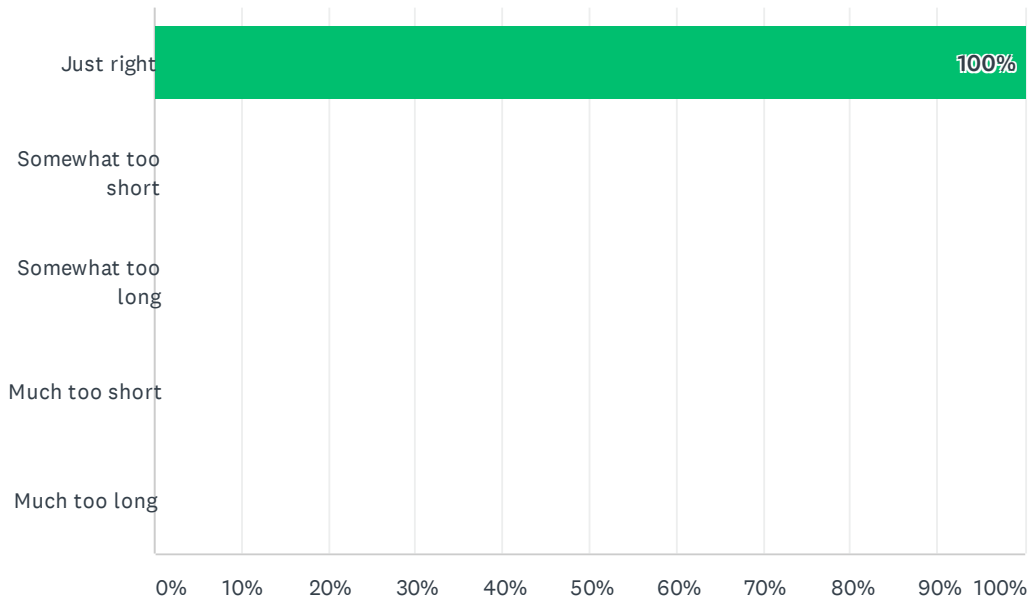


ANSWER CHOICES	RESPONSES	
Extremely clear	25%	6
Very clear	58%	14
Somewhat clear	17%	4
Not so clear	0%	0
Not at all clear	0%	0
TOTAL		24

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	fragmented, due to articles, work book in different places.. took a little bit of time to get organized. eventually got it together :)	7/23/2020 9:23 AM
2	Learning new things has always been a process for me. That said, I'm certain I can add more as the sessions continue.	7/22/2020 2:05 PM
3	I believe I grasped the content altogether, but we do have HW, I guess my B+ or F will confirm...	7/22/2020 9:06 AM
4	clear, achievable and i'm sure enjoyable	7/21/2020 3:47 PM
5	I felt like I was able to follow along and keep up to the info they were sharing. Also able to think about how I can apply the tools to my profession	7/21/2020 3:09 PM
6	I haven't received my book in the mail. But I do know that I have the presentation available to me	7/21/2020 2:23 PM

Q12 How do you feel about the length of the session?

Answered: 23 Skipped: 1

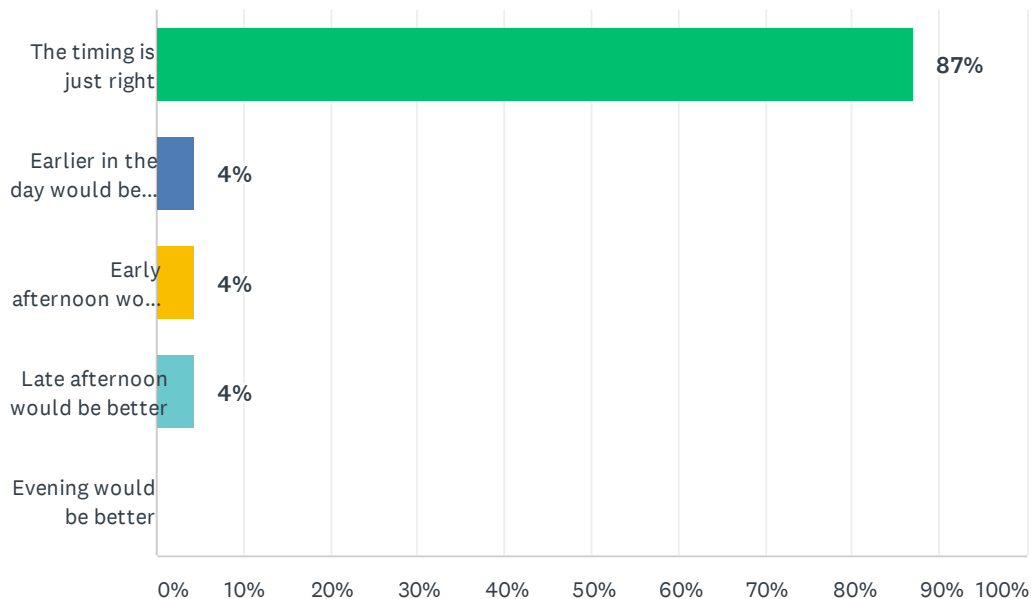


ANSWER CHOICES	RESPONSES	
Just right	100%	23
Somewhat too short	0%	0
Somewhat too long	0%	0
Much too short	0%	0
Much too long	0%	0
TOTAL		23

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	- the break, midway through session, is appreciated.. - would like more time with the questions.. the plan.. - period of time is short, discussion was good, but the participants went out of topic..	7/23/2020 9:23 AM
2	With the 10-minute break in the middle, the relatively large amount of content and the fact the program will be successfully completed in the short time-span of 3 weeks - I'm certainly of the opinion that the time-frame makes perfect sense!	7/22/2020 9:06 AM
3	was not on	7/21/2020 3:47 PM
4	It was a good length. I also appreciated how they let us know in advance there would be a break.	7/21/2020 3:09 PM

Q13 How do you feel about the time of day for the session?

Answered: 23 Skipped: 1



ANSWER CHOICES	RESPONSES	
The timing is just right	87%	20
Earlier in the day would be better	4%	1
Early afternoon would be better	4%	1
Late afternoon would be better	4%	1
Evening would be better	0%	0
TOTAL		23

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	Gives us (I should speak for myself here maybe) time to get into the office to not only prepare for the course work, but the work day as well, like check emails, confirm calendar appointments, print materials... and we still have mental capacity by 10a versus starting a learning exercise after lunch, which as MOST people know can be fairly tough to accomplish after a busy morning.	7/22/2020 9:06 AM
2	But later morning session works too	7/22/2020 12:24 AM
3	we are on a semi lockdown at work right now and i will be checking messages but with you as we go along from here.	7/21/2020 3:47 PM
4	perfect timing. I start work at 8am so gave me two hours to complete any daily tasks to have a piece of mind to learn	7/21/2020 3:09 PM

Q14 How do you feel this session could be improved?

Answered: 17 Skipped: 7

#	RESPONSES	DATE
1	Keeping to the agenda	7/23/2020 10:14 AM
2	I would like more real-life examples shared throughout the sessions.	7/23/2020 9:11 AM
3	No suggestions	7/22/2020 5:10 PM
4	Relevant examples of in community workings.	7/22/2020 4:17 PM
5	I do not have anything to add right now.	7/22/2020 2:05 PM
6	I think the information is valuable and applicable to all systems of governance and indigenous orgs. (elected, volunteer, First Nations, Non-profits). I suggest the title of training be expanded to name other types of leadership including Board of Directors/Board Members because individuals may believe that the training is exclusive to Chiefs and Council and not applicable to other types of leadership.	7/22/2020 12:49 PM
7	it was great thank you!	7/22/2020 10:28 AM
8	Will look for any inefficiencies and/or inadequacies - none so far, but very much looking forward to the second session.	7/22/2020 9:06 AM
9	Maybe more open conversation but it was still very good	7/22/2020 12:24 AM
10	MY WONDER: (MICRO WONDER) - COULD OUR HANDOUTS HAVE BEEN 3 HOLE PUNCHED AND READY TO INSERT INTO A BINDER? :)	7/21/2020 8:17 PM
11	I felt it was the appropriate length of time and a lot of interaction	7/21/2020 7:26 PM
12	was not on but interested in what others have to say if that can be shared in some way	7/21/2020 3:47 PM
13	N/A	7/21/2020 3:09 PM
14	It was good so far	7/21/2020 2:51 PM
15	it would be nice to use leadership examples with Aboriginal people....or leaders.	7/21/2020 2:40 PM
16	It worked out nicely just as is	7/21/2020 2:25 PM
17	It was good	7/21/2020 2:23 PM

Q15 Please share any other comments, questions, or concerns.

Answered: 13 Skipped: 11

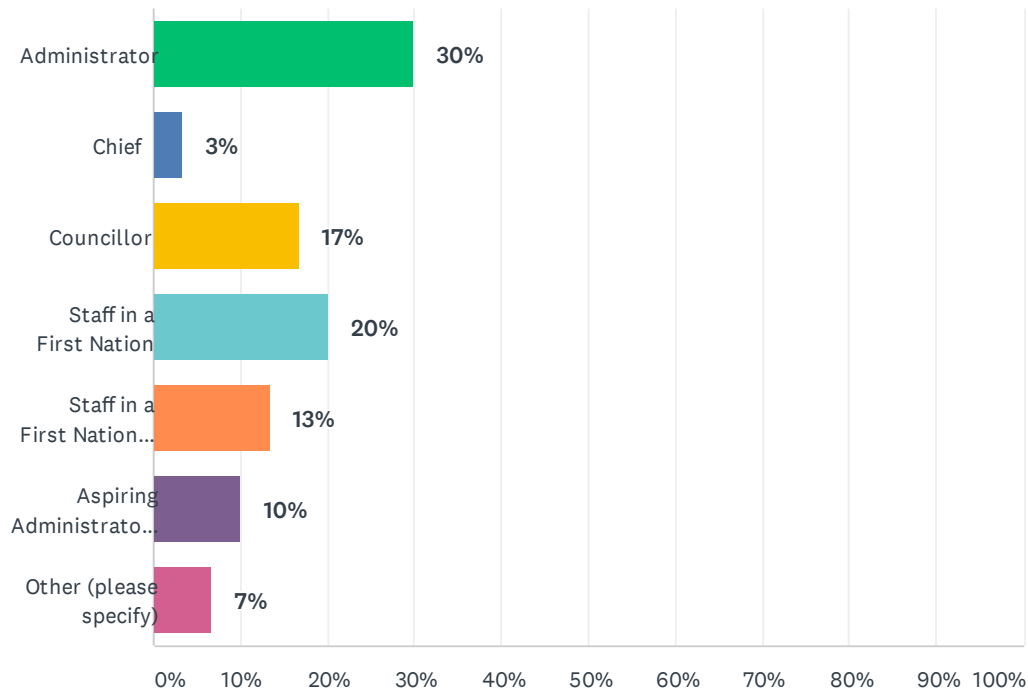
#	RESPONSES	DATE
1	I love the stories & knowing other people are doing what our Nation is moving towards	7/23/2020 10:14 AM
2	The session was well planned and well delivered.	7/23/2020 9:11 AM
3	I would appreciate a Meeting ID # and Password that works so that I can use Zoom outside of our Organizations Cloud. Inside the Cloud, I am not able to use the video or microphone.	7/22/2020 4:17 PM
4	Although difficult, the homework was thought provoking and force me to explore and commit to my thoughts and goals while gaining a better understanding of governance, leadership and how these relate to my social location.	7/22/2020 2:05 PM
5	So far, so good! Mussi Cho.	7/22/2020 12:49 PM
6	I attended links to learning and participated in Laura's workshop about what is good governance so I couldn't wait to participate in these 6 sessions.	7/22/2020 10:28 AM
7	Thank you for this opportunity to learn and grow with others, for myself, and most of all, for and with my community. I look forward to being placed where they want or need me, in any capacity, and this will help guide my intentions and actions	7/22/2020 9:06 AM
8	Great job anticipating next few sessions	7/22/2020 12:24 AM
9	THANK YOU FOR YOUR TIME!	7/21/2020 8:17 PM
10	i look forward to see who else is taking this - maybe a sharing of names, work or other position, and email addresses? that is what i am use to, as networking is such an important part of meetings/training, etc	7/21/2020 3:47 PM
11	I am so happy with the information shared today. when you mentioned to share this with others, also when you said talk in our language as much as possible. It made me feel like there can be a spiritual piece to the work I do. Thank you!	7/21/2020 3:09 PM
12	Happy to join in on this excellent workshop offered for free!! thanks to the Sponsors and the organizers for this opportunity. I sincerely appreciate it.	7/21/2020 2:40 PM
13	Thank you	7/21/2020 2:25 PM



Appendix C: Workshop 2: Team Development

Q3 Which of the following best describe your role in your community or organization?

Answered: 30 Skipped: 1

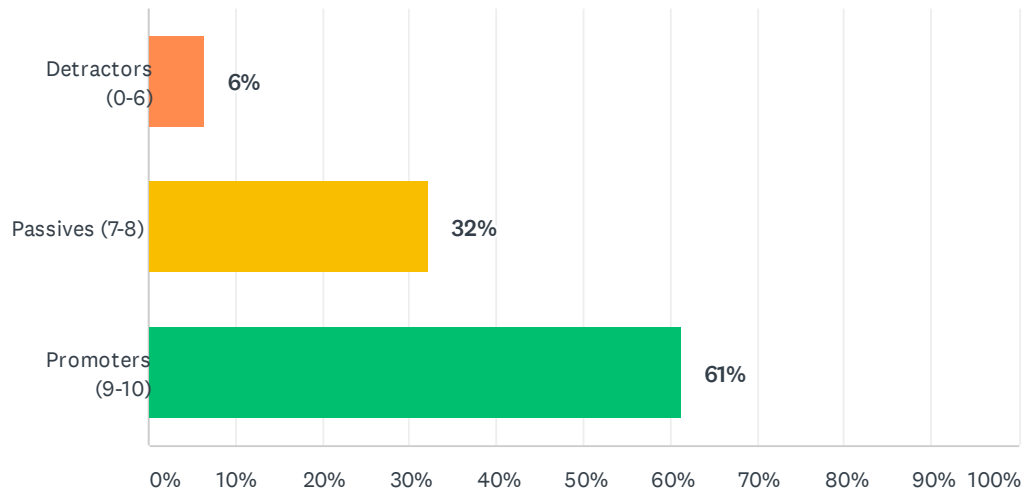


ANSWER CHOICES	RESPONSES	
Administrator	30%	9
Chief	3%	1
Councillor	17%	5
Staff in a First Nation	20%	6
Staff in a First Nation Support Organization	13%	4
Aspiring Administrator and/or Elected Leader	10%	3
Other (please specify)	7%	2
TOTAL		30

#	OTHER (PLEASE SPECIFY)	DATE
1	indigenous resource teacher	7/25/2020 10:55 AM
2	RBC Indigenous Markets	7/23/2020 12:04 PM

Q4 How likely is it that you would recommend this session to a friend or colleague?

Answered: 31 Skipped: 0



DETRACTORS (0-6)	PASSIVES (7-8)	PROMOTERS (9-10)	NET PROMOTER® SCORE
6% 2	32% 10	61% 19	55

Q5 What is your biggest takeaway or lesson learned from this session?

Answered: 31 Skipped: 0

Evaluation Form - Training Session #2 (July 23, 2020)

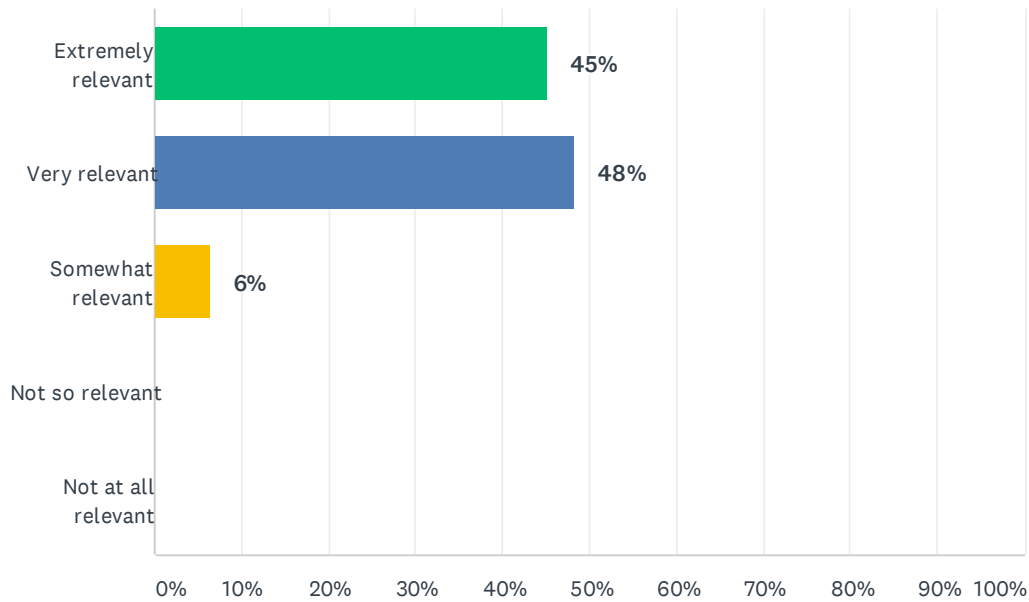
#	RESPONSES	DATE
1	adjournment piece - analyze your own ability to process end of a particular stage	7/28/2020 11:57 AM
2	The tools to be able to efficiently manage administration while gaining knowledge to be able to provide effective leadership in the administration and community.	7/28/2020 11:53 AM
3	learning other peoples communications style is important	7/28/2020 11:50 AM
4	The Survey was great and I took a lot from that	7/28/2020 11:49 AM
5	discussions around values guiding leadership	7/28/2020 11:29 AM
6	Finding that the orientation of my world view is changing based on the exercises and learning from others. Aspiring to be a better team lead.	7/28/2020 11:29 AM
7	How values, personality, and life experiences form the basis of the work we do.	7/28/2020 11:25 AM
8	The MBTI was interesting . . . it wasn't surprising, but it was different than other types of characteristic testing I have done in the past.	7/28/2020 11:23 AM
9	Team goal setting and problem solving.	7/28/2020 11:23 AM
10	UNDERSTANDING SELF MORE AND USING THE TOOLS AT A WORK PLACE AND AT HOME	7/28/2020 11:20 AM
11	It was nice to know that i am much more flexible now that i am older. I am much more balanced than i was 20 years ago when i took the test before.	7/28/2020 11:20 AM
12	The MBTI exercise helped me understand myself a whole lot more	7/28/2020 11:11 AM
13	I have not taken time before to learn about Trauma Informed Communication, as well as relearning about Conflict being a good thing in life to add some balance.	7/28/2020 11:00 AM
14	Learning different methods on working with your own community one on one or in a large group setting. Also leaning how to stay on track with the community CCP	7/28/2020 10:51 AM
15	Carving out time to plan and execute goals for self, and understanding learning styles and processes.	7/28/2020 10:39 AM
16	being able to understand you, your history, our traditional laws, to help lead best practises and values.	7/28/2020 10:21 AM
17	Looking at the Principles that guide our Governance.	7/28/2020 10:13 AM
18	the 16 personality test.. i have shared it with my peers and family.. and will use in the future with community.	7/28/2020 10:13 AM
19	reflecting back on our daily lives of how we go about our day, to help those we serve on a daily basis.	7/28/2020 10:13 AM
20	The subtle reminder to keep values at the forefront of the organization's ambitions and intentions, to let values trickle through the government body by holding C&C accountable to them via the appropriate policies and laws	7/28/2020 9:49 AM
21	Learning about different personality types.	7/28/2020 9:23 AM
22	My biggest take away was the insight to my own style of governing.	7/27/2020 9:24 PM
23	Good governance is what makes sense to our community using cultural and language system.	7/27/2020 7:23 PM
24	Valued responses for the discussions	7/27/2020 2:42 PM
25	Values are a vital component to leadership. With the right value system you can lead a nation to great things while keeping fair and transparent with the membership.	7/27/2020 10:33 AM
26	connecting, conversing, sharing, strength	7/25/2020 10:55 AM
27	The 4 pillars of values based leadership, and my personality type	7/24/2020 4:07 PM
28	values, my own as an individual, and how having shared values with my organization can strengthen our connection with eachother, our community, and those we do business with	7/23/2020 12:41 PM

Evaluation Form - Training Session #2 (July 23, 2020)

29	learning more about self and my own leadership skills	7/23/2020 12:07 PM
30	Ability to reflect on where I have been to where I am now, value based decisions I had made and continue to make.	7/23/2020 12:04 PM
31	Gained confidence that leading from the heart is important and valuable	7/23/2020 12:00 PM

Q6 How relevant is the material to your role or to the role you aspire to have?

Answered: 31 Skipped: 0



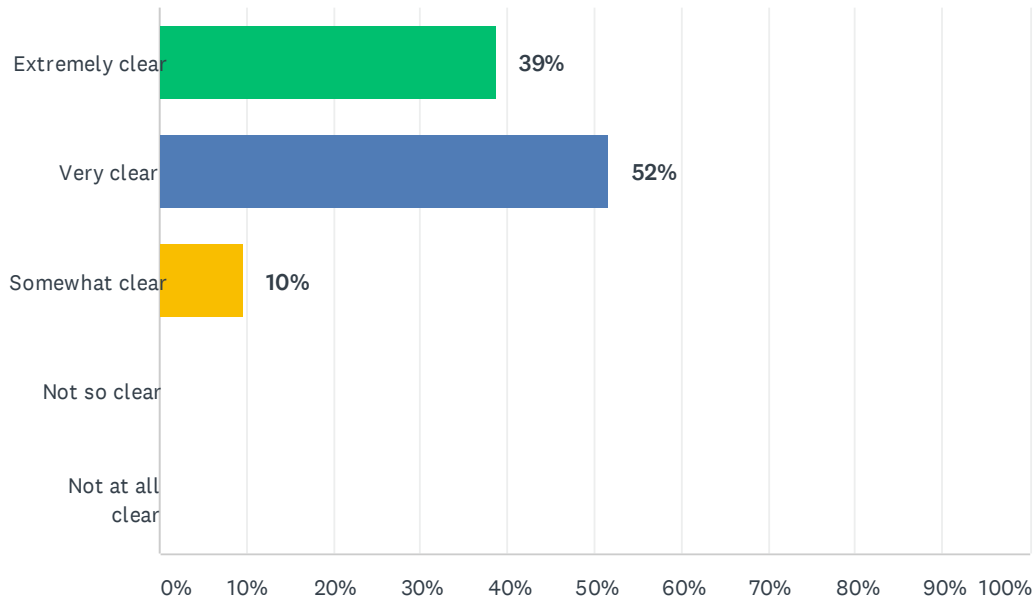
ANSWER CHOICES	RESPONSES	
Extremely relevant	45%	14
Very relevant	48%	15
Somewhat relevant	6%	2
Not so relevant	0%	0
Not at all relevant	0%	0
TOTAL		31

Evaluation Form - Training Session #2 (July 23, 2020)

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	if you want to push into any situation, rather than shrug your shoulders and sit back and not engage, you need to know the trauma informed and communication styles relevant to any role	7/28/2020 11:57 AM
2	Materials and presentations are extremely informative.	7/28/2020 11:53 AM
3	it is relevant, reaffirming but not new.	7/28/2020 11:29 AM
4	Aspiring to be elected Council, the information provided is relevant to understand multiple world views and being respectful of the diversity of our Nations.	7/28/2020 11:29 AM
5	We are always engaging with community, but more so now as we are developing our CCP.	7/28/2020 11:23 AM
6	This will help myself in the role of a supervisor, leadership for our organization.	7/28/2020 11:23 AM
7	I work with many personalities and forget to be mindful at times.	7/28/2020 11:20 AM
8	To know better how I react and are are trauma and conflict based. To know my triggers to move forward	7/28/2020 11:00 AM
9	Having the workbook helps me personally keep on track and I'm able to look back and learn more different ways on how to be the best supportive leader I can be for my community	7/28/2020 10:51 AM
10	I do the social development and IRA dept, as well (status cards).	7/28/2020 10:13 AM
11	I'm aspiring to be a leader in my Nation in any capacity. I tend to remind myself frequently of why I want to be a leader, and try to sway from reasons that me be contradictory to any of the value sets I've aligned with over the years	7/28/2020 9:49 AM
12	I am one of UIB councilor and I hold education and culture portfolio. So this material is very relevant to me.	7/27/2020 7:23 PM
13	How culture works into our values. Understanding ourselves with the Myers-Briggs type indicator.	7/27/2020 2:42 PM
14	Good values are the backbone to any leadership role.	7/27/2020 10:33 AM
15	A lot of the material is provided in a way that makes it feel like it was made for me as an individual, vs being made for my organization (or my position in the organization) - this helps me unpack it for MYSELF, it feels more personal. I usually start work research and learning in a way where I distance myself - but this is getting me to do a deep dive. Thanks!	7/23/2020 12:41 PM
16	i have not had any formal leadership training; had no intentions of becoming a boss	7/23/2020 12:07 PM
17	I have taken a different perspective in helping Indigenous Communities by working for the bank. I was able to reflect if this reflects my value system.	7/23/2020 12:04 PM
18	this gives me insight to who I am and how I can mentor others	7/23/2020 12:00 PM

Q7 How clear was the presentation of information?

Answered: 31 Skipped: 0



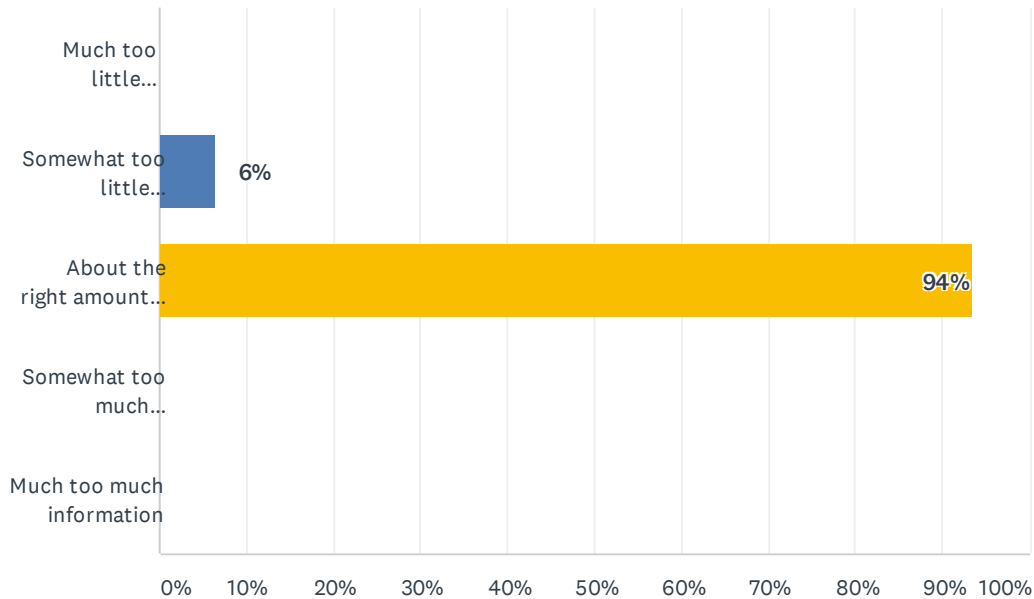
ANSWER CHOICES	RESPONSES	
Extremely clear	39%	12
Very clear	52%	16
Somewhat clear	10%	3
Not so clear	0%	0
Not at all clear	0%	0
TOTAL		31

Evaluation Form - Training Session #2 (July 23, 2020)

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	CC would be helpful, as I guess I count on lip reading more than I realize (smaller presenter screen in gallery view)	7/28/2020 11:57 AM
2	the booklet and presentation need to be more tied together. hard to follow along	7/28/2020 11:50 AM
3	sometimes, it seems to stay vague, as opposed to hitting the issue directly	7/28/2020 11:29 AM
4	Just the link to the Zoom was a bit unclear when we first started. We had multiple links for registration, the actual session and work books.	7/28/2020 11:29 AM
5	I really love the recordings because I can listen to them while I work.	7/28/2020 11:23 AM
6	The material is great to have and helps a lot in our daily skills that are needed for all.	7/28/2020 11:23 AM
7	I like how the facilitators talks to explain the topic and then ask the clients to provide their experiences	7/28/2020 11:00 AM
8	Everything was pointed out clear and to the point to help me understand each topic more clearly.	7/28/2020 10:51 AM
9	The instructors are very well coordinated among themselves and considering the amount of participants are quickly adapting the fluidity throughout	7/28/2020 9:49 AM
10	Helps to learn how others think by their personality making it easier to work together.	7/27/2020 2:42 PM
11	lots of examples and reading	7/23/2020 12:07 PM

Q8 How do you feel about the amount of information presented?

Answered: 31 Skipped: 0

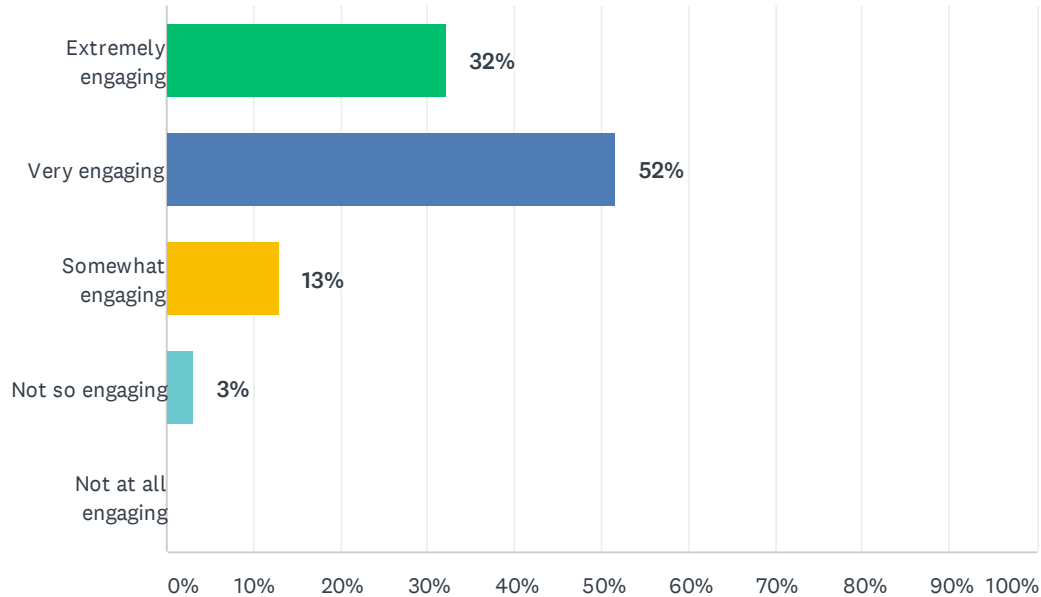


ANSWER CHOICES	RESPONSES	
Much too little information	0%	0
Somewhat too little information	6%	2
About the right amount of information	94%	29
Somewhat too much information	0%	0
Much too much information	0%	0
TOTAL		31

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	Very well put together presentation that is easy to follow and understand.	7/28/2020 11:53 AM
2	links and material need to be shared through email	7/28/2020 11:50 AM
3	Great material to have on hand and it also leads you, as a person to where you are needing to develop certain skill for leadership.	7/28/2020 11:23 AM
4	Go info amount and sharing, being reflective	7/28/2020 11:00 AM
5	Even though the paperwork proved helpful. The conversation that we're had really helped. I am so glad that this is been recorded so that we are able to look back on those sessions.	7/28/2020 10:51 AM
6	The content is not overwhelming, it's filled - but not to any point that a 6 week - 2 times a week course usually is by comparison with crammed information	7/28/2020 9:49 AM
7	Don't want system overload.	7/27/2020 2:42 PM
8	about right - the 2 hours went by quickly today!	7/23/2020 12:41 PM
9	i like the time frame; originally i thought it was going to be until 2 p.m.	7/23/2020 12:07 PM
10	Challenging at times to balance on the chat and the presentation.	7/23/2020 12:04 PM

Q9 How engaging were your instructors?

Answered: 31 Skipped: 0

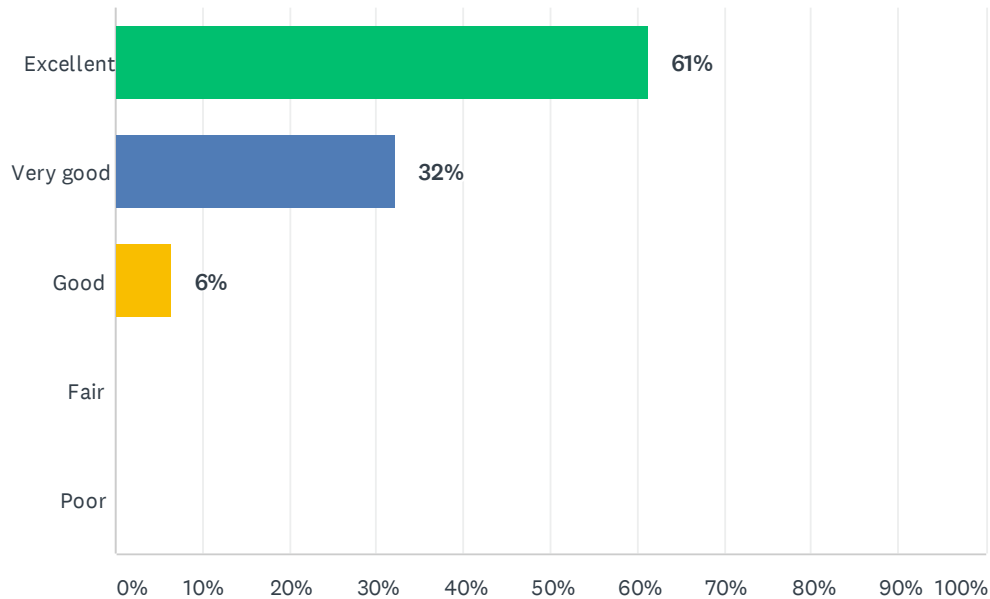


ANSWER CHOICES	RESPONSES	
Extremely engaging	32%	10
Very engaging	52%	16
Somewhat engaging	13%	4
Not so engaging	3%	1
Not at all engaging	0%	0
TOTAL		31

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	Great teamwork to provide the relevant information	7/28/2020 11:53 AM
2	I need to be more vocal.	7/28/2020 11:23 AM
3	WE DO NEED MORE SESSIONS WHERE THERE IS ONE BY ONE PERSON TALKING NOT ONLY CERTAIN INDIVIDUALS, BUT THANKS FOR THE BREAK OUT SESSIONS	7/28/2020 11:20 AM
4	Good offering and then inclusion	7/28/2020 11:00 AM
5	Nice to have instructors to be able to interact with all that are involved. Having to be able to ask questions at anytime helps with learning topics more easily	7/28/2020 10:51 AM
6	the gentleman, could slow down when reading out loud.. thank you.	7/28/2020 10:13 AM
7	They confirm questions from participants, answer promptly and invite ALL feedback	7/28/2020 9:49 AM
8	Kept interest going and enough dialogue with other classmates.	7/27/2020 2:42 PM
9	It is a pleasure to get to work with Carden Consulting again, especially in a topic that they are energetic and knowledgeable about. I like that they include comments and questions from the group chat, which helps make the webinar more interactive.	7/23/2020 12:41 PM

Q10 How would you rate your instructors' knowledge of the material?

Answered: 31 Skipped: 0

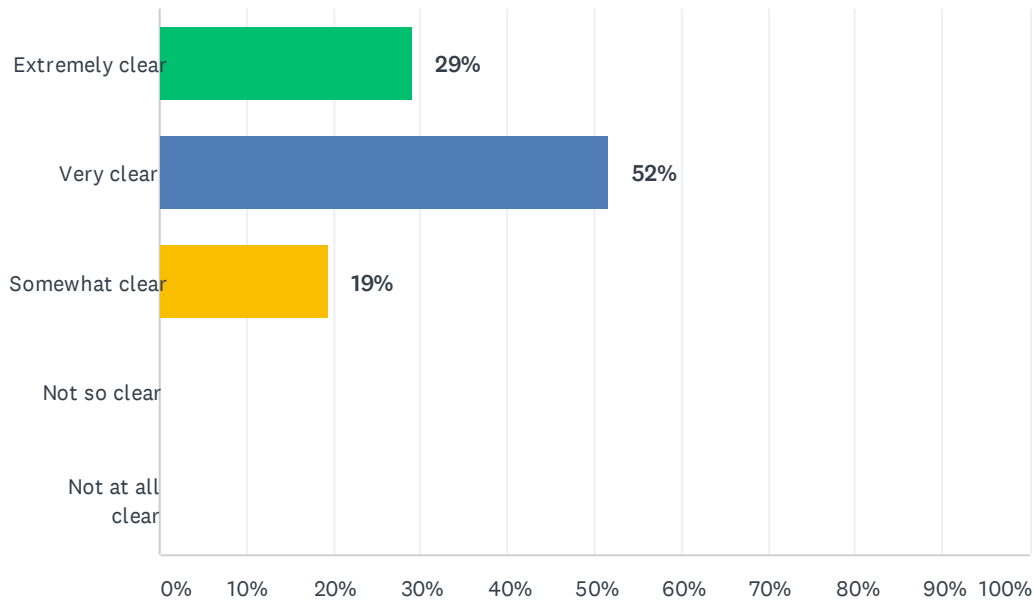


ANSWER CHOICES	RESPONSES	
Excellent	61%	19
Very good	32%	10
Good	6%	2
Fair	0%	0
Poor	0%	0
TOTAL		31

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	Good knowledge	7/28/2020 11:00 AM
2	There was a great flow of all subjects. Confident in what they spoke of. Was a great presentation	7/28/2020 10:51 AM
3	Laara and Mark are amazing in their delivery and thoroughness in ANY program or training I've experienced	7/28/2020 9:49 AM
4	Didn't leave you in the fog and above your head.	7/27/2020 2:42 PM
5	Laara and Mark are absolutely specialists in this field.	7/27/2020 10:33 AM
6	A lot of thought and work put into the materials and presentations. Supporting stories align well with material.	7/23/2020 12:41 PM

Q11 How clear are you on the takeaways/lessons learned from the session?

Answered: 31 Skipped: 0



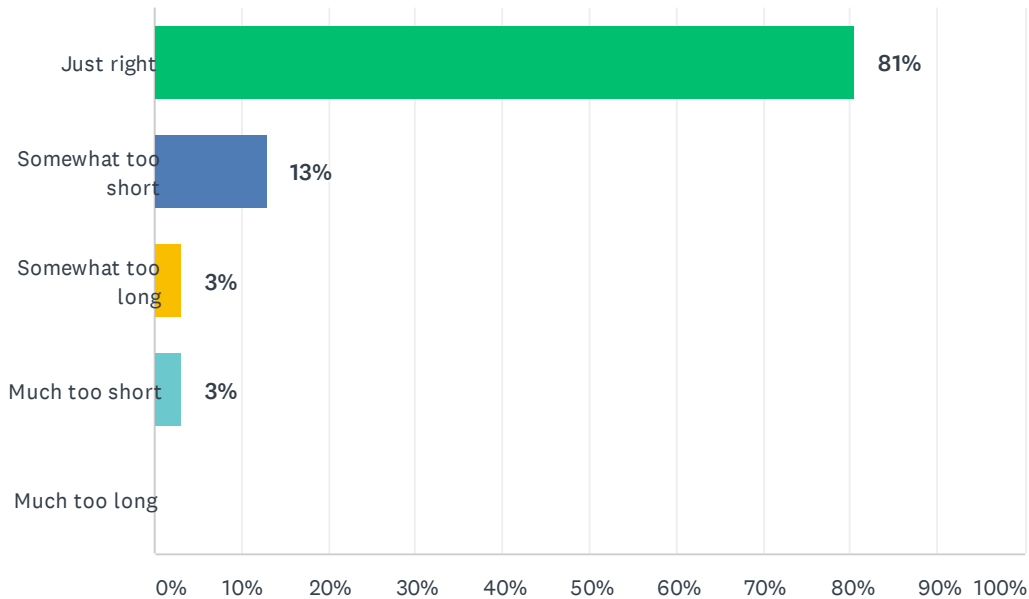
ANSWER CHOICES	RESPONSES	
Extremely clear	29%	9
Very clear	52%	16
Somewhat clear	19%	6
Not so clear	0%	0
Not at all clear	0%	0
TOTAL		31

Evaluation Form - Training Session #2 (July 23, 2020)

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	like the video combined with workbook info (if you rely most on written material versus audio only)	7/28/2020 11:57 AM
2	I will review meetings, and will be reminded of take aways	7/28/2020 11:29 AM
3	Debriefing with my co-worker (other attendee) is helping in lessons learned and what we can do better as a Nation.	7/28/2020 11:29 AM
4	It takes more than once to learn these items but it's nice to have another group to explore with.	7/28/2020 11:00 AM
5	Like I said earlier, all the content was given clearly and was able to do what I needed to do with all the takeaway sessions	7/28/2020 10:51 AM
6	Loving the material and it's relevance	7/28/2020 9:49 AM
7	Besides learning the traits for each MBTI stressors by type, make you have a aha moment.	7/27/2020 2:42 PM
8	information was provided clear and to the point	7/27/2020 10:33 AM
9	For over 10 years, my personality type has not changed, but I would like to take more time to learn how I can focus on my own strengths, and use my personality type to help me become a better person and leader. Being more aware of my own values and how they align (or not) with my job and organization is important and will help me set stronger goals and priorities.	7/23/2020 12:41 PM
10	need more reading and rereading to understand	7/23/2020 12:07 PM

Q12 How do you feel about the length of the session?

Answered: 31 Skipped: 0

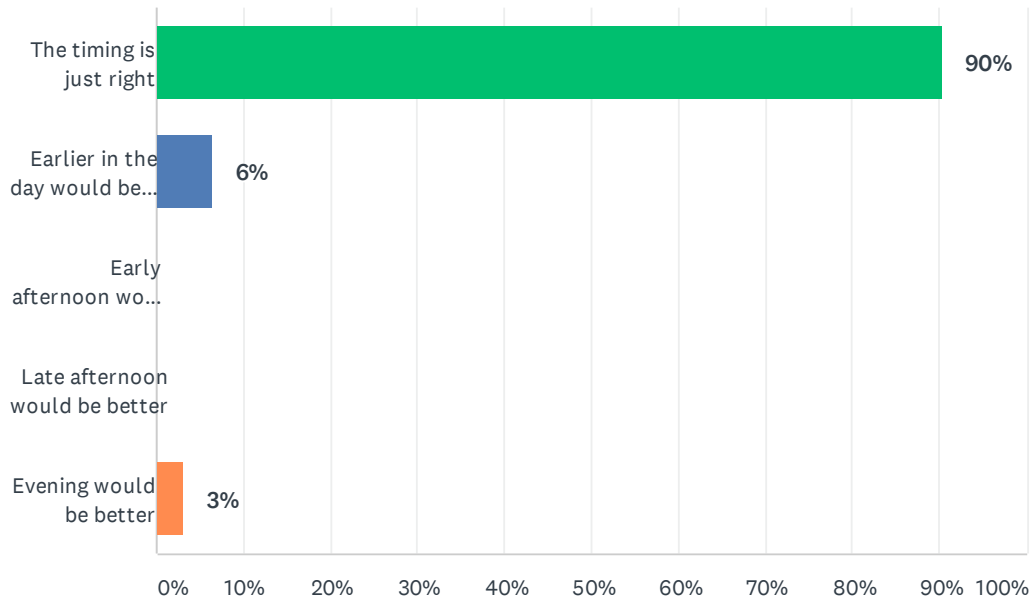


ANSWER CHOICES	RESPONSES	
Just right	81%	25
Somewhat too short	13%	4
Somewhat too long	3%	1
Much too short	3%	1
Much too long	0%	0
TOTAL		31

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	Very well,	7/28/2020 11:53 AM
2	Sessions are great, the time is just right for myself.	7/28/2020 11:23 AM
3	MORE TALK SESSIONS FROM THE GROUP	7/28/2020 11:20 AM
4	Happy to be part if this	7/28/2020 11:00 AM
5	2 hours is just right, any longer I feel people will drop off because of how much goes on in our communities	7/28/2020 9:49 AM
6	Then I think about how the afternoon would drag on and realize that this time is perfect. It goes by quickly.	7/27/2020 2:42 PM
7	At times I felt it was long but then it passes very fast, so I feel overall it was the right amount of time.	7/23/2020 12:04 PM

Q13 How do you feel about the time of day for the session?

Answered: 31 Skipped: 0



ANSWER CHOICES	RESPONSES	
The timing is just right	90%	28
Earlier in the day would be better	6%	2
Early afternoon would be better	0%	0
Late afternoon would be better	0%	0
Evening would be better	3%	1
TOTAL		31

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	I'm in pacific time zone . . . 8 am is better for me.	7/28/2020 11:23 AM
2	Timing is OK, would be nice to have it for evening if possible.	7/28/2020 11:23 AM
3	good	7/28/2020 11:00 AM
4	Mental energy more substantial in earlier half of day - love the time!	7/28/2020 9:49 AM
5	Not too early, just right.	7/27/2020 2:42 PM
6	10-12 is ok 2-4 is also ok	7/23/2020 12:41 PM

Q14 How do you feel this session could be improved?

Answered: 25 Skipped: 6

#	RESPONSES	DATE
1	CC	7/28/2020 11:57 AM
2	It is a very well put together course	7/28/2020 11:53 AM
3	more group discussions	7/28/2020 11:50 AM
4	Maybe providing ideas on how to break down silos. Seems no matter how many team building exercises our Nation has participated in we still have silos we need to break through.	7/28/2020 11:29 AM
5	no suggestions for improvement, however the side-chat can be distracting.	7/28/2020 11:25 AM
6	Have the session in the evenings.	7/28/2020 11:23 AM
7	MORE TALK FROM THE GROUP, MAYBE TAKE TURNS, INTRODUCTION BUT LEAVE AT 2 MINUTES LOL, SOME PEOPLE CAN TALK 20 MINUTES	7/28/2020 11:20 AM
8	You are doing a great job.	7/28/2020 11:20 AM
9	.	7/28/2020 11:11 AM
10	not sure, I want to learn more and quickly but this is a good balance with work and life to.	7/28/2020 11:00 AM
11	I am happy with everything so far	7/28/2020 10:51 AM
12	A bit of an extra time, to process information a bit.	7/28/2020 10:39 AM
13	amazingly important	7/28/2020 10:21 AM
14	Relevant to internal process	7/28/2020 10:13 AM
15	I will need to complete more sessions and homework to evaluate and comment on this.	7/28/2020 10:13 AM
16	high speed internet, more training for zoom sessions, to learn more about how to operate when taking part in a zoom mtg.	7/28/2020 10:13 AM
17	The workshop discussion sessions could be longer for enhanced engagement among participants.	7/28/2020 9:23 AM
18	To receive materials ahead of time.	7/27/2020 7:23 PM
19	This is good by me.	7/27/2020 2:42 PM
20	Deliver in person rather than Zoom	7/27/2020 10:33 AM
21	all good	7/25/2020 10:55 AM
22	maybe 10 minutes for breakout sessions? may be tough, since we only get 2 hours together	7/23/2020 12:41 PM
23	was a good session	7/23/2020 12:07 PM
24	At the end, have a checklist on what was covered, homework, etc. so we can see - allow more time to end as it felt rushed.	7/23/2020 12:04 PM
25	I don't feel that it needs any improvement. Its great for on-line	7/23/2020 12:00 PM

Q15 Please share any other comments, questions, or concerns.

Answered: 20 Skipped: 11

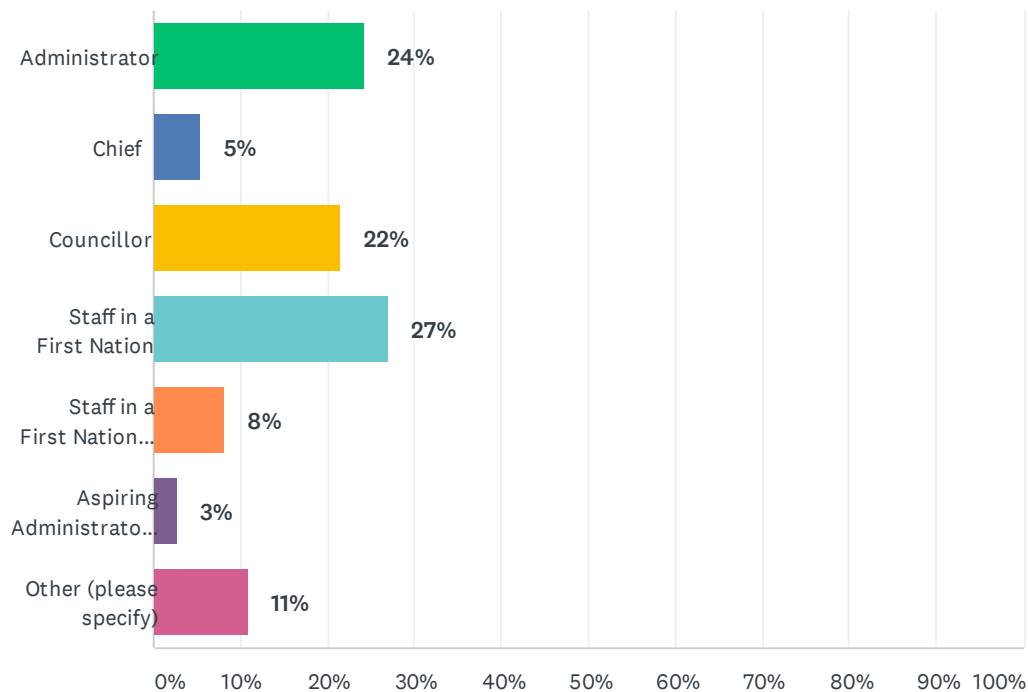
#	RESPONSES	DATE
1	links and material need to be shared more clearly	7/28/2020 11:50 AM
2	I really like the break out sessions for sharing. This is a great!	7/28/2020 11:49 AM
3	I think it is important to do the homework, and if you have not, don't respond ;)	7/28/2020 11:29 AM
4	Great sessions, lots of good information.	7/28/2020 11:29 AM
5	I would like to learn more about the other participants . . . where they are from, work they do, etc. Not sure if there is a way to share some bios? If willing participants were to submit a write up and picture that could be sent out to all?	7/28/2020 11:23 AM
6	Thank you for allowing me to take this, I really do like the training sessions.	7/28/2020 11:23 AM
7	I love the new way of doing training.	7/28/2020 11:20 AM
8	Hych'qa	7/28/2020 11:11 AM
9	This is great to learn these pieces. Taking time for myself, learning about council and silo's etc is helpful to make my energy to be put to better use.	7/28/2020 11:00 AM
10	Thank you!	7/28/2020 10:39 AM
11	This is a very interesting course to gain knowledge on, and reflect back on how we conduct ourselves at work, and our lives away from work, our daily lives and living off the land, and grounding ourselves traditionally (prayer/meditation). Thank you	7/28/2020 10:13 AM
12	Thanks for all your time and efforts, I see this going a long ways in the capacity building that needs to continue taking place in FN communities	7/28/2020 9:49 AM
13	The sessions are very informative.	7/28/2020 9:23 AM
14	Sorry I could not be in all meetings. As I am a councilor and very busy. We also have our dually called meetings on second Tuesday of the month at 10 am.	7/27/2020 7:23 PM
15	I truly am honored to be included in this workshop.	7/27/2020 2:42 PM
16	nothing to report	7/27/2020 10:33 AM
17	thank you for your time	7/25/2020 10:55 AM
18	yes	7/23/2020 12:07 PM
19	Enjoying the course :)	7/23/2020 12:04 PM
20	I am honored to be a part of this training.	7/23/2020 12:00 PM



Appendix D: Workshop 3: Conflict Management

Q3 Which of the following best describe your role in your community or organization?

Answered: 37 Skipped: 0

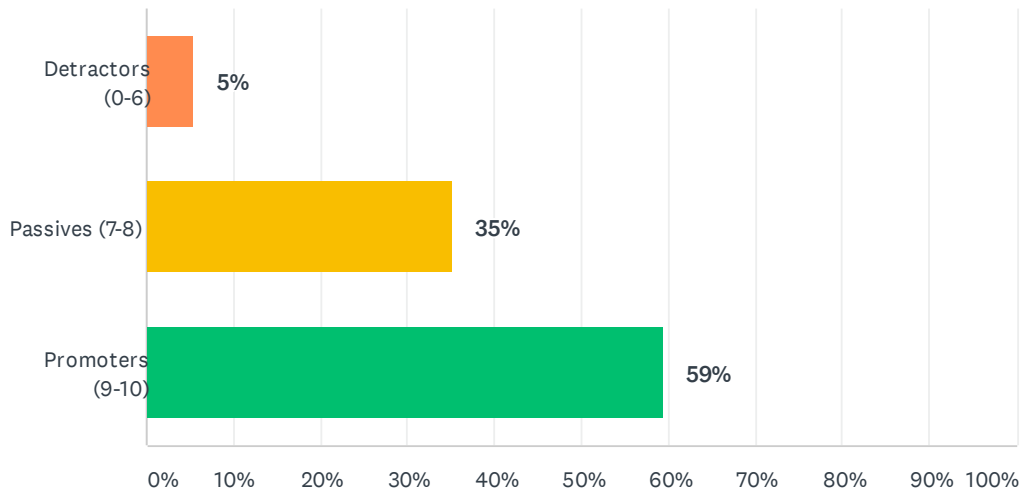


ANSWER CHOICES	RESPONSES	
Administrator	24%	9
Chief	5%	2
Councillor	22%	8
Staff in a First Nation	27%	10
Staff in a First Nation Support Organization	8%	3
Aspiring Administrator and/or Elected Leader	3%	1
Other (please specify)	11%	4
TOTAL		37

#	OTHER (PLEASE SPECIFY)	DATE
1	Staff, support FN Communities & work with leadership	7/30/2020 10:19 AM
2	Post-Secondary Inclusion Facilitator	7/30/2020 9:48 AM
3	EDUCATOR	7/28/2020 5:38 PM
4	Director of Health & Wellness	7/28/2020 11:58 AM

Q4 How likely is it that you would recommend this session to a friend or colleague?

Answered: 37 Skipped: 0



DETRACTORS (0-6)	PASSIVES (7-8)	PROMOTERS (9-10)	NET PROMOTER® SCORE
5% 2	35% 13	59% 22	54

Q5 What is your biggest takeaway or lesson learned from this session?

Answered: 37 Skipped: 0

Evaluation Form - Training Session #3 (July 28, 2020)

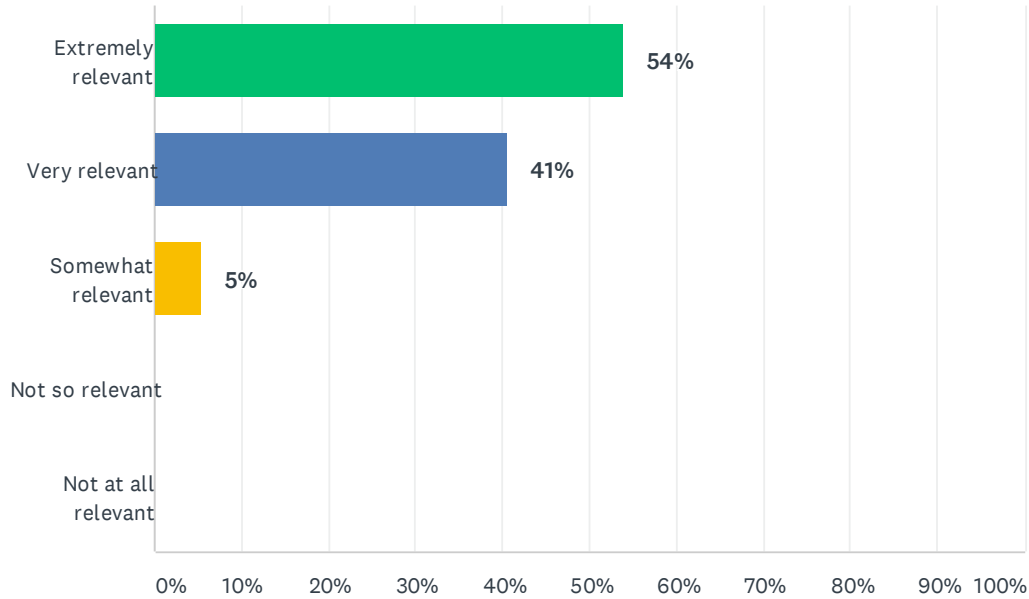
#	RESPONSES	DATE
1	the instructor laara is incredibly wise. the information is very good	7/30/2020 1:56 PM
2	Being reminded of how to build healthy teams. Thank you.	7/30/2020 10:25 AM
3	Refresh of tools in creating a safe work environment and remain grounded through journaling	7/30/2020 10:19 AM
4	Work place conflict can be a good thing if dealt with in a good way and can help growth!	7/30/2020 10:11 AM
5	Team Development and Trauma Informed Communication	7/30/2020 10:04 AM
6	The words 'compromised conflict management skills.' I am fully aware of this, as I have reflected on interactions (personal and witnessed) that were (for lack of better words) toxic, explosive, playing I am right, crab in the bucket and wondered how can I deal with this.. how can I educate others to understand our colleagues and managers are hurt people, who hurt people.	7/30/2020 10:01 AM
7	Process and the importance of it was my biggest takeaway	7/30/2020 9:48 AM
8	MBTI TEAM SKILLS, TEAM GROWTH	7/30/2020 9:39 AM
9	Lesson learned from this session is every office goes thru the same issues one way or another.	7/30/2020 9:04 AM
10	understanding that trauma from present or past plays a role in how conflict is received and how conflict is to be addressed.	7/29/2020 3:52 PM
11	conflict management	7/29/2020 12:21 PM
12	reflecting on goals in life and how far we came in knowing who we are and what our purpose is in life as we serve our communities.	7/29/2020 9:57 AM
13	trauma informed approach	7/28/2020 11:43 PM
14	The effectiveness of the Government isn't fueled by individual performances - ALWAYS approach the Gov's ambitions with your team in mind, while understanding the strengths and efficiencies of each member, and tailoring the approach to their best mode of performance while working together	7/28/2020 9:41 PM
15	MBIT test	7/28/2020 7:11 PM
16	sharing, listening, split into groups	7/28/2020 5:38 PM
17	I do like the Breakout sessions and getting everyone's input. How each dealt with trauma and aggression, how it affected yourself and how you helped the person deal with it.	7/28/2020 3:19 PM
18	new perspective	7/28/2020 3:03 PM
19	hearing others speak....	7/28/2020 12:26 PM
20	I really enjoyed the 16 personalities, and the profile at the end! Bang on!	7/28/2020 12:11 PM
21	lots learning; makes me think what is it do i really want to do?	7/28/2020 12:10 PM
22	trauma informed communication	7/28/2020 12:07 PM
23	it was a great refresher on the processes that groups go through as a team	7/28/2020 12:03 PM
24	Resiliency and my triggers; how it impacts myself and my spirit. How to acknowledge the triggers, write in the journal to have it released. Love and forgive myself; self-compassion.	7/28/2020 12:03 PM
25	That autocratic systems are a thing of the past and that meaningful work requires a team approach.	7/28/2020 12:02 PM
26	remembering to breathe	7/28/2020 12:02 PM
27	The shared understanding of leadership and the shared strength based learning and training	7/28/2020 12:02 PM
28	Understanding the critical need for Trauma informed Communication.	7/28/2020 12:02 PM
29	Recognizing that conflict is necessary and valuable as a part of growth	7/28/2020 12:01 PM
30	how important it is to collaborate, to be aware of where the people are that you work daily with	7/28/2020 12:00 PM

Evaluation Form - Training Session #3 (July 28, 2020)

31	learning healthy ways to work as a team and a safe workplace for others.	7/28/2020 12:00 PM
32	Learning about self.	7/28/2020 11:58 AM
33	conflict resolution in relation to trauma informed practice	7/28/2020 11:58 AM
34	empathy and listening to resolve conflict	7/28/2020 11:58 AM
35	Trauma informed approach - giving strength and wisdom to address	7/28/2020 11:57 AM
36	applying my values/strengths and personality type to team development	7/28/2020 11:57 AM
37	Interaction and depth of conversations	7/28/2020 11:57 AM

Q6 How relevant is the material to your role or to the role you aspire to have?

Answered: 37 Skipped: 0



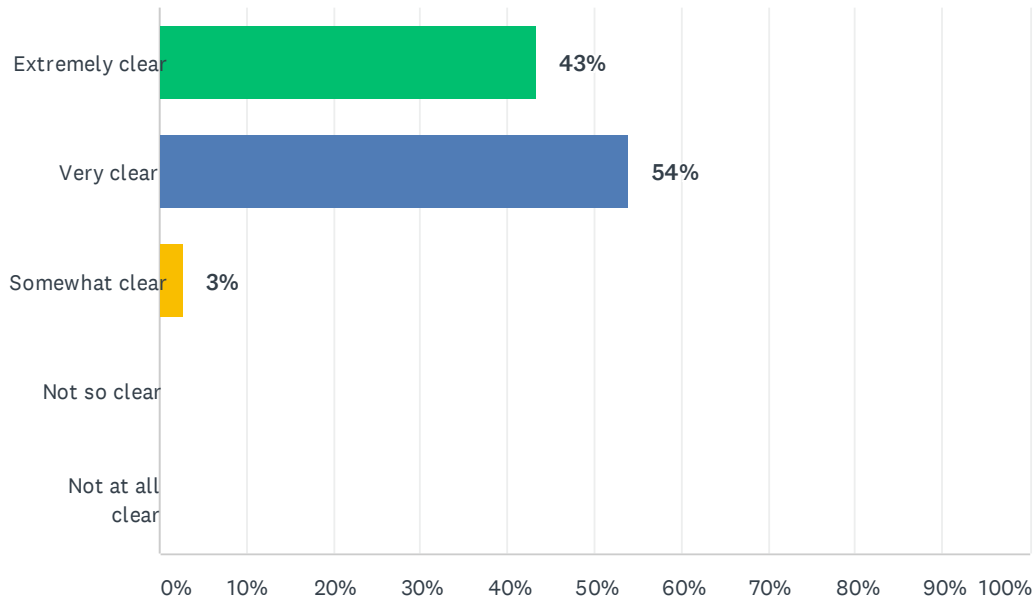
ANSWER CHOICES	RESPONSES	
Extremely relevant	54%	20
Very relevant	41%	15
Somewhat relevant	5%	2
Not so relevant	0%	0
Not at all relevant	0%	0
TOTAL		37

Evaluation Form - Training Session #3 (July 28, 2020)

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	this is not airy fairy leadership information. it is very practical and in depth. very much appreciated	7/30/2020 1:56 PM
2	We have many different departments within the band office who tends to work in isolation. It is great to remember there is a process.	7/30/2020 10:25 AM
3	I have switched from the Administrator role to a support role, it has reminded me of the constant learning and skills required at the senior management level. I am able to utilize this on the various Boards I am on.	7/30/2020 10:19 AM
4	Given the individuals I support are often removed from, avoid, or never been apart of an whole process I do my best to support an entire experience that will provide safety and the skills and tools needed to build their capacity.	7/30/2020 9:48 AM
5	dealing with conflict applies pretty much in all work spaces at one point or another.	7/29/2020 3:52 PM
6	In the last 2 years we've acquired several employees and then almost immediately lost more than half of them. It's been a fast-paced, constantly changing environment and it slaps you in the face the missing links that helped the Nation thrive and even helped identify those of us perpetuating the toxicity in the Community. It's realized more now than ever that the intake of personnel must be taken seriously and worked out through the proper process/channels. I can only hope we don't go backwards with future acquisitions	7/28/2020 9:41 PM
7	I feel like the group chats are too short	7/28/2020 7:11 PM
8	Each day you get given different moments to deal with whether it is directed right at you or the person going through crap.	7/28/2020 3:19 PM
9	learning and giving ideas of how to communicate with Board of directors	7/28/2020 12:10 PM
10	I have a Master's Degree in Leadership and have been through other training as a life long learner. It is life long and there is so much to learn especially from a First Nation's lens.	7/28/2020 12:03 PM
11	I work in a blended community where there are many silo's and judgments, recognizing where people are emotionally is crucial to success	7/28/2020 12:00 PM
12	Intergenerational trauma is real, we need to heal as individuals as well as community	7/28/2020 11:57 AM

Q7 How clear was the presentation of information?

Answered: 37 Skipped: 0

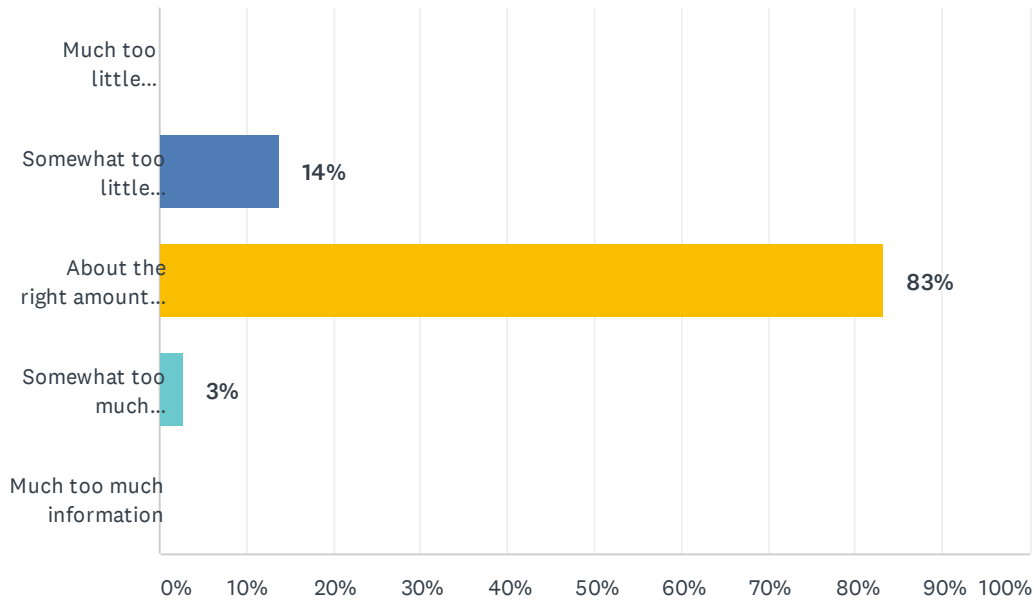


ANSWER CHOICES	RESPONSES	
Extremely clear	43%	16
Very clear	54%	20
Somewhat clear	3%	1
Not so clear	0%	0
Not at all clear	0%	0
TOTAL		37

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	I believe someone mentioned that this is a lot of information; however, the focus on personal reflection rather than tons of homework is an excellent way to imprint the learning and in a safe way.	7/30/2020 9:48 AM
2	Excellent delivery and pace	7/28/2020 9:41 PM
3	I love how the presenter gives their own personal story to give insight to the question that we have to discuss.	7/28/2020 3:19 PM
4	I love the on line learning via Zoom. The documents and break out room. The constant reminder to use our ways and words. Also, that we have the competency as First Nations to move us towards self-government. Trust the process!	7/28/2020 12:03 PM

Q8 How do you feel about the amount of information presented?

Answered: 36 Skipped: 1



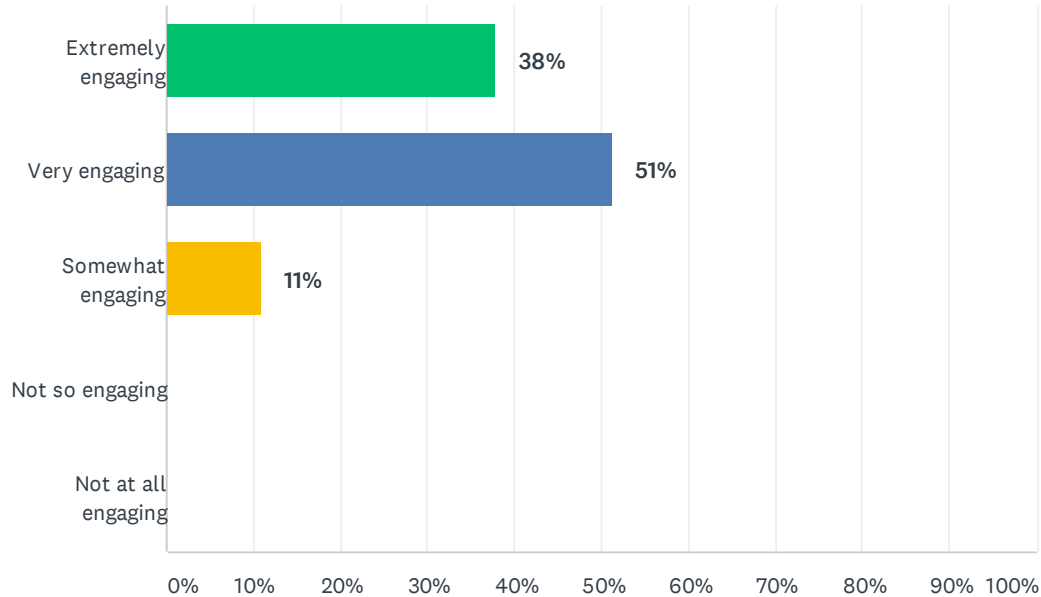
ANSWER CHOICES	RESPONSES	
Much too little information	0%	0
Somewhat too little information	14%	5
About the right amount of information	83%	30
Somewhat too much information	3%	1
Much too much information	0%	0
TOTAL		36

Evaluation Form - Training Session #3 (July 28, 2020)

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	At times I want to learn more, but after the session I am able to reflect and not feel overwhelmed. Especially with the topic this week.	7/30/2020 10:19 AM
2	Because of my interest in the 'compromised conflict management skills,' i would like more time and attention on this topic. Better yet, I would like a training on this alone..	7/30/2020 10:01 AM
3	For those in groups I can imagine natural conversations happening. I myself work alone so a debrief doesn't really happen. Especially when my work day has to continue. I feel intimidated to reach out (although I have asked to debrief once a week with my co-worker).	7/30/2020 9:48 AM
4	Its nice to have the books as reference, in case there is something I overlooked or need to refer to.	7/30/2020 9:04 AM
5	Still feels about right as days 1 and 2 did	7/28/2020 9:41 PM
6	I have started my binder and I plan to keep to close to me.	7/28/2020 3:19 PM
7	This course is excellent in terms of the time line for professionals that have a huge responsibility for their respective Nations. I am proud to be a participant and to see how the Nations are learning tools in leadership, sharing and creating connections. I love my personal learning vision: Resiliency, Authenticity, Snuy'uy'ulh, and Humility. One of the important values in First Nation and leadership is humility.	7/28/2020 12:03 PM
8	More time needed on this area from overall leadership development	7/28/2020 12:02 PM
9	Could do a whole session on the conflict resolution section	7/28/2020 11:58 AM

Q9 How engaging were your instructors?

Answered: 37 Skipped: 0

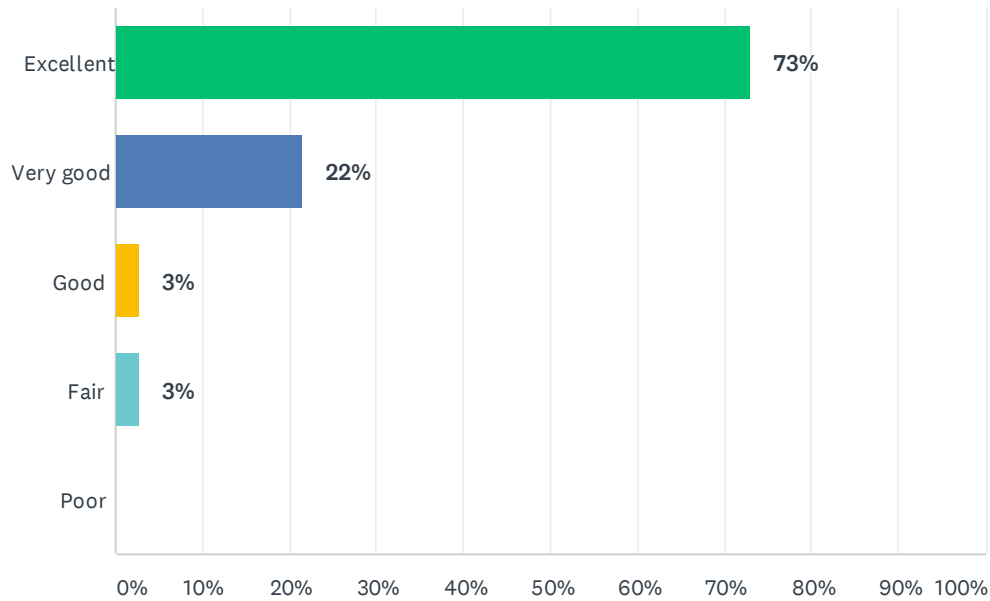


ANSWER CHOICES	RESPONSES	
Extremely engaging	38%	14
Very engaging	51%	19
Somewhat engaging	11%	4
Not so engaging	0%	0
Not at all engaging	0%	0
TOTAL		37

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	This is always difficult to do and maintain a structured and time sensitive session, so I appreciate the efforts and kindness afforded to everyone.	7/30/2020 9:48 AM
2	Per usual	7/28/2020 9:41 PM
3	my wonder: as we invite 1 to say a prayer or welcome, maybe invite 1 to do an icebreaker or brain gym that they may find useful?	7/28/2020 5:38 PM
4	Not boring at all.	7/28/2020 3:19 PM
5	Very good method of learning.	7/28/2020 12:03 PM
6	I wish that we would slow down to further develop understanding of each topic.	7/28/2020 12:02 PM

Q10 How would you rate your instructors' knowledge of the material?

Answered: 37 Skipped: 0

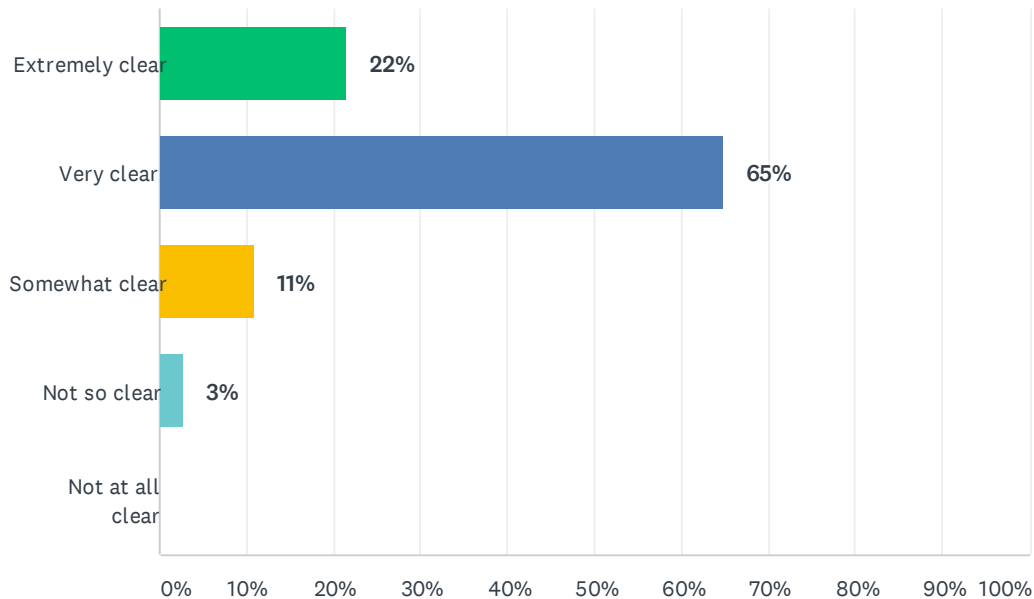


ANSWER CHOICES	RESPONSES	
Excellent	73%	27
Very good	22%	8
Good	3%	1
Fair	3%	1
Poor	0%	0
TOTAL		37

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	Indicative by the fluidity throughout the course	7/28/2020 9:41 PM
2	There isn't any lull to the presentation and both are very engaging.	7/28/2020 3:19 PM

Q11 How clear are you on the takeaways/lessons learned from the session?

Answered: 37 Skipped: 0

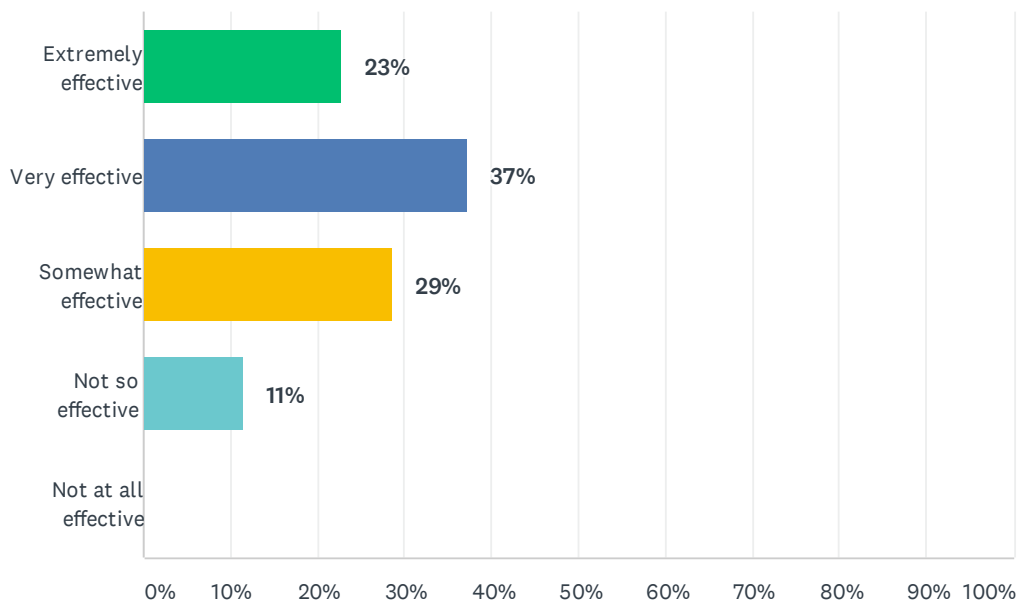


ANSWER CHOICES	RESPONSES	
Extremely clear	22%	8
Very clear	65%	24
Somewhat clear	11%	4
Not so clear	3%	1
Not at all clear	0%	0
TOTAL		37

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	Good readings. Thank you	7/30/2020 10:25 AM
2	I was able to review the session at a later time.	7/30/2020 10:19 AM
3	If this was not the normal way of delivering I would like to see or experience a course version...sad I missed out at NVIT.	7/30/2020 9:48 AM
4	Had a few distractions this morning, but overall was able to retain the lesson	7/28/2020 9:41 PM
5	It does make me want to learn more and I am excited to read what I have to for homework.	7/28/2020 3:19 PM
6	need to read more than once or rewatch recordings	7/28/2020 12:10 PM
7	I'm finding this section a bit more challenging to wrap my brain around because these principles are not seen to be valuable by many leaders in our community.	7/28/2020 12:02 PM
8	I need to do the homework	7/28/2020 12:01 PM

Q12 How effective did you find the breakout groups/rooms to be?

Answered: 35 Skipped: 2



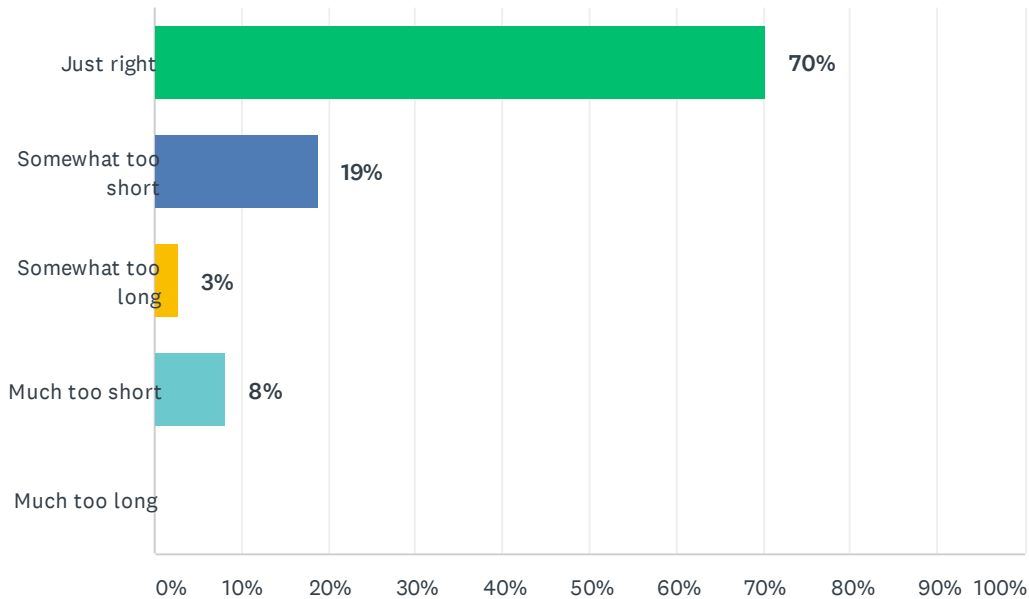
ANSWER CHOICES	RESPONSES	
Extremely effective	23%	8
Very effective	37%	13
Somewhat effective	29%	10
Not so effective	11%	4
Not at all effective	0%	0
TOTAL		35

Evaluation Form - Training Session #3 (July 28, 2020)

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	I do not have a mic or camera on my desktop. I am using my laptop for the rest of the sessions so i will be able to engage.	7/30/2020 10:25 AM
2	Allows for interaction	7/30/2020 10:19 AM
3	nice to meet others.	7/30/2020 10:01 AM
4	I was not able to participate in the break out sessions due to other work commitments.	7/30/2020 9:48 AM
5	Not enough time, for each person	7/30/2020 9:39 AM
6	Mostly I find, people talk about their experiences and we end up getting side tracked.	7/30/2020 9:04 AM
7	too quick	7/29/2020 9:57 AM
8	I'm trying to think of other ways to utilize this feature within the Community, very cool! Maybe just a bit more time with groups	7/28/2020 9:41 PM
9	may be a good idea to send the live links in an email so that participants can open from their body of email, as the document can be too busy to browse through or unable to open on a pdf.	7/28/2020 5:38 PM
10	We do have good dialogues and each give awesome feedback and insight to what they have endured.	7/28/2020 3:19 PM
11	Its interesting and we learn from others experiences and approach	7/28/2020 3:03 PM
12	took a while for someone to start off; lost a bit of time; shared a bit	7/28/2020 12:10 PM
13	they are not long enough for the size of the groups set up	7/28/2020 12:03 PM
14	Perhaps it would help to assign a moderator for each group? We had a quiet bunch without a lot of discussion.	7/28/2020 12:02 PM
15	Trauma was hard because many needed time to think of a situation.	7/28/2020 12:02 PM
16	More time is needed for all the participate in the breakout sessions	7/28/2020 12:02 PM
17	Not much time but recognize time constraints	7/28/2020 12:01 PM
18	I think that they could be a few minutes longer.	7/28/2020 12:00 PM
19	a bit more time	7/28/2020 12:00 PM
20	didn't participate -	7/28/2020 11:57 AM

Q13 How do you feel about the length of the session?

Answered: 37 Skipped: 0

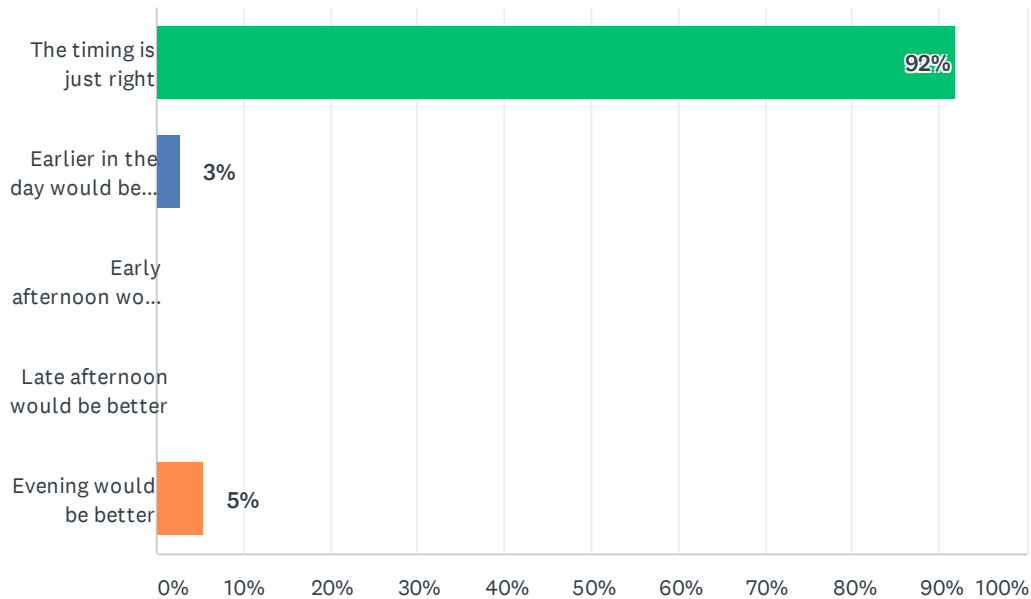


ANSWER CHOICES	RESPONSES	
Just right	70%	26
Somewhat too short	19%	7
Somewhat too long	3%	1
Much too short	8%	3
Much too long	0%	0
TOTAL		37

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	You have been able to cover a lot of information which is great. Any longer than 2 hours would be too long.	7/30/2020 10:25 AM
2	Especially with the health break	7/28/2020 9:41 PM
3	At first I thought it was too short, that the time flies by, But it isn't system overload.	7/28/2020 3:19 PM
4	2 hours is efficient with the regular breaks. It keeps us structured and on track.	7/28/2020 3:03 PM
5	too short for these particular topics, they are too important to only scratch the surface.	7/28/2020 12:02 PM
6	the break out sessions can be a little short	7/28/2020 11:58 AM

Q14 How do you feel about the time of day for the session?

Answered: 37 Skipped: 0



ANSWER CHOICES	RESPONSES	
The timing is just right	92%	34
Earlier in the day would be better	3%	1
Early afternoon would be better	0%	0
Late afternoon would be better	0%	0
Evening would be better	5%	2
TOTAL		37

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	I like the morning sessions.	7/30/2020 10:25 AM
2	Definitely a good time!	7/28/2020 9:41 PM
3	Not too early and not too late. Can deal with the heat better at this time period.	7/28/2020 3:19 PM
4	Allows me to follow up with staff in the morning prior to session.	7/28/2020 3:03 PM
5	like the timing	7/28/2020 12:10 PM
6	9-12	7/28/2020 12:07 PM
7	8 am pacific	7/28/2020 12:02 PM

Q15 How do you feel this session could be improved?

Answered: 23 Skipped: 14

#	RESPONSES	DATE
1	You are doing a great job.	7/30/2020 10:25 AM
2	Reflecting - thus far has been good.	7/30/2020 10:19 AM
3	More time for breakout sessions	7/30/2020 10:04 AM
4	Although there are options for mentoring etc I am curious if this would look different for those working alone like myself.	7/30/2020 9:48 AM
5	I think its going ok.	7/30/2020 9:04 AM
6	longer breakout sessions	7/29/2020 9:57 AM
7	Increased times within group / breakout sessions All I got for now!	7/28/2020 9:41 PM
8	Today was an off day for me.	7/28/2020 7:11 PM
9	please see comments above :)	7/28/2020 5:38 PM
10	Everything is good by me.	7/28/2020 3:19 PM
11	I think its just right. It is basic and fulfills key points.	7/28/2020 3:03 PM
12	longer break out session times.	7/28/2020 12:26 PM
13	good session; timely breaks	7/28/2020 12:10 PM
14	time length is too short	7/28/2020 12:07 PM
15	12 minutes for the Breakout session; some people are shy to start.	7/28/2020 12:03 PM
16	It is hard to say because there is a lot of information to cover. Maybe an advanced class? Part 2 . . . this one could be the first part and an overview . . . part 2 be more in depth?	7/28/2020 12:02 PM
17	More time	7/28/2020 12:02 PM
18	I would like to take part in conversations, I'm not sure if I'm the only one who can not access use of my microphone and video, please consider providing a Zoom Meeting ID Number and a Password.	7/28/2020 12:02 PM
19	Being Trauma informed is critical to the work that we do, a whole workshop could be made around this material maybe as an add-on extra session possibly?	7/28/2020 12:00 PM
20	a little more time	7/28/2020 12:00 PM
21	I love it	7/28/2020 11:58 AM
22	it was good	7/28/2020 11:57 AM
23	more time	7/28/2020 11:57 AM

Q16 Please share any other comments, questions, or concerns.

Answered: 24 Skipped: 13

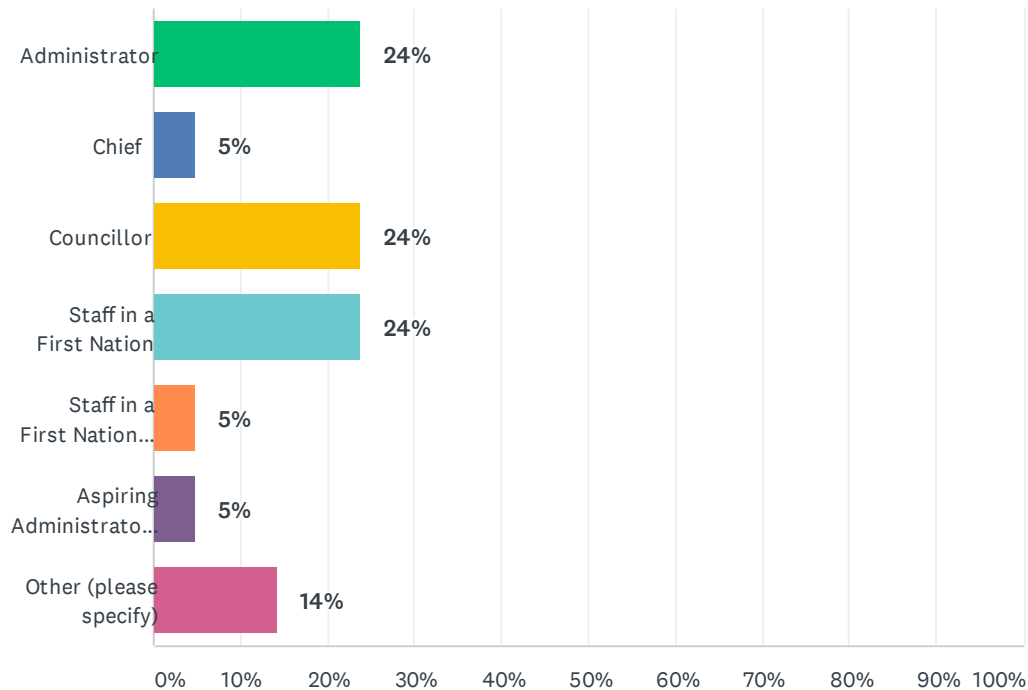
#	RESPONSES	DATE
1	I really like how you can end the break out sessions.	7/30/2020 10:25 AM
2	Very Informative	7/30/2020 10:04 AM
3	I would love to be added to your email list for upcoming training. thank you.	7/30/2020 10:01 AM
4	I am always pleased and humbled to come away learning something every session --- even with a master's degree. I find the communication is grounded, relatable and not filled with complicated language or words.	7/30/2020 9:48 AM
5	THANK YOU FOR THIS FREE SESSION I REALLY ENJOYED LEARNING ABOUT SELF AND OTHERS AND UNDERSTANDING THE WORK PLACE BETTER	7/30/2020 9:39 AM
6	Thank you for giving me this opportunity to participate in this workshop.	7/30/2020 9:04 AM
7	Thank you for the opportunity again, much appreciated!	7/28/2020 9:41 PM
8	I'm not sure if anyone is chairing these sessions or not? To see and concentrate on the comments or those that would like to speak? There were a few times I wanted to speak and got cut off each time. Maybe be specific with how many questions or comments before u continue to the lesson. Have someone saying and confirming all those that want to speak. I don't like cutting ppl off when I speak so I just left it.	7/28/2020 7:11 PM
9	thank you for your time.	7/28/2020 5:38 PM
10	Can't think of anything.	7/28/2020 3:19 PM
11	Thank you for doing a terrific job and taking the initiative to provide the program.	7/28/2020 3:03 PM
12	thank you!	7/28/2020 12:26 PM
13	excellent! - Mussi	7/28/2020 12:11 PM
14	thank you	7/28/2020 12:07 PM
15	I enjoy this learning!	7/28/2020 12:03 PM
16	Thanks for sharing! I was just thinking that I don't recall lateral violence being a topic covered but I think it is very important, especially when working within our own communities. I understand the trauma is part of what creates the lateral violence . . . but it is also important to recognize what lateral violence is and how we overcome it when working in community.	7/28/2020 12:02 PM
17	Thank you	7/28/2020 12:02 PM
18	Thank you	7/28/2020 12:02 PM
19	So pleased to participate. I'm experiencing high stress and paid particular attention to being kind to oneself	7/28/2020 12:01 PM
20	Thank you once again for a wonderful session overall	7/28/2020 12:00 PM
21	love this!	7/28/2020 12:00 PM
22	It's great to participate in a workshop specific to us.	7/28/2020 11:58 AM
23	thank-you for the thoughtful and thorough material	7/28/2020 11:57 AM
24	thank you	7/28/2020 11:57 AM



Appendix E: Workshop 4: Systems Thinking

Q3 Which of the following best describe your role in your community or organization?

Answered: 21 Skipped: 1

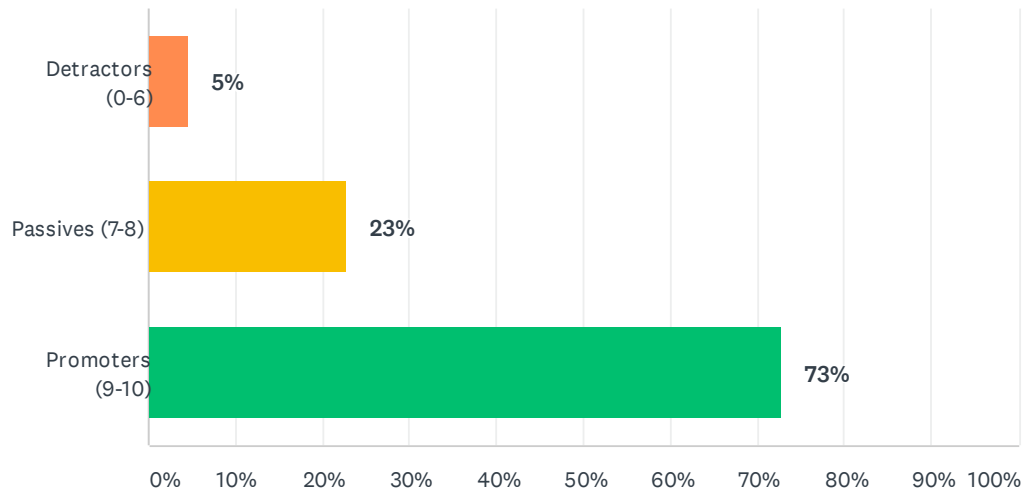


ANSWER CHOICES	RESPONSES	
Administrator	24%	5
Chief	5%	1
Councillor	24%	5
Staff in a First Nation	24%	5
Staff in a First Nation Support Organization	5%	1
Aspiring Administrator and/or Elected Leader	5%	1
Other (please specify)	14%	3
TOTAL		21

#	OTHER (PLEASE SPECIFY)	DATE
1	Senior Inclusion Facilitator & Northern Provincial Advisor and Family Liaison	8/4/2020 11:05 AM
2	Former Associate Administrator	8/4/2020 9:00 AM
3	EDUCATOR	7/30/2020 5:12 PM

Q4 How likely is it that you would recommend this session to a friend or colleague?

Answered: 22 Skipped: 0



DETRACTORS (0-6)	PASSIVES (7-8)	PROMOTERS (9-10)	NET PROMOTER® SCORE
5% 1	23% 5	73% 16	68

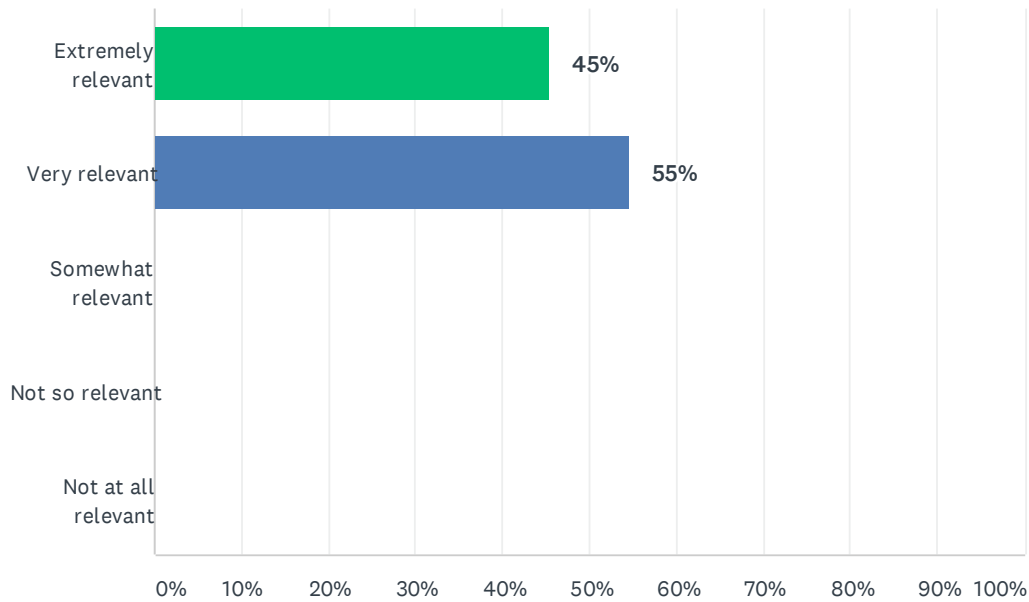
Q5 What is your biggest takeaway or lesson learned from this session?

Answered: 21 Skipped: 1

#	RESPONSES	DATE
1	everything is a great refresher.	8/5/2020 8:49 AM
2	It was a great reminder on how much healing I have done re: self-reflection, insight into how I handle conflict.	8/4/2020 11:44 AM
3	POWERPOINT, OWN THOUGHTS AND EMOTIONS WHEN CONFLICT ARISES, AWARENESS, CHAT ROOMS THUMBS UP, ELDERS WORDS AND WISDOM LISTEN TO	8/4/2020 11:10 AM
4	The biggest take away for me was the concept of process rather than getting through. I like how the workshop shifted my thinking about conflict from fear based and negative to curious and informative.	8/4/2020 11:05 AM
5	There can be conflict in almost any situation. you have to learn how you're going to address the conflict if you are the one in conflict. Being on council and having to deal with it first hand on council, I have removed myself if I knew that I was going to be in conflict with certain situations that arise at the table. Knowing to be able to address another council member if they are in conflict and not remove them-self. again it depends on the situation and topic	8/4/2020 10:55 AM
6	Tips for decolonization of the organization and to incorporate in our modern day society, culture, traditions and nutsa maat.	8/4/2020 10:53 AM
7	Conflict management which sometimes leads or is due to conflict of interest- how to deal/cope with this is a great help	8/4/2020 10:29 AM
8	lots of self learning; conflict management and how to handle it.	8/4/2020 10:29 AM
9	the differentiation between conflict management and conflict resolution. Conflict is constant, and to accept it as is. Respect is key, chain of command is key.	8/4/2020 10:28 AM
10	That conflict should not always be viewed as a negative, rather there are always nuggets of wisdom to consider. As well as, that it is the role of disciplined leadership to model behaviour and create a culture of safety in the organization/community.	8/4/2020 10:27 AM
11	our relationship with conflict	8/4/2020 10:24 AM
12	networking and power of prayer	8/4/2020 10:21 AM
13	I have a lot to learn and practice in conflict resolution	8/4/2020 10:21 AM
14	Listening and respecting communication styles. Learning to take time to think and respond. Answers are not always on the spot and sometimes take time.	8/4/2020 10:19 AM
15	a review of conflict management	8/4/2020 10:13 AM
16	Very valuable information on conflict management in the workplace	8/4/2020 9:00 AM
17	Conflict management is an important piece of the puzzle in regards to being a leader and having a smooth running work place.	7/31/2020 11:08 AM
18	relieving stress with conflict resolution	7/31/2020 9:54 AM
19	Conflict in the workplace isn't always bad! huh, who knew. :)	7/31/2020 8:53 AM
20	No matter your role of authority- take it with respect, remember why you are in that position	7/30/2020 6:46 PM
21	LISTENING, PARTICIPATING, ACKNOWLEDGING ONE ANOTHER	7/30/2020 5:12 PM

Q6 How relevant is the material from today's session to your role or to the role you aspire to have?

Answered: 22 Skipped: 0



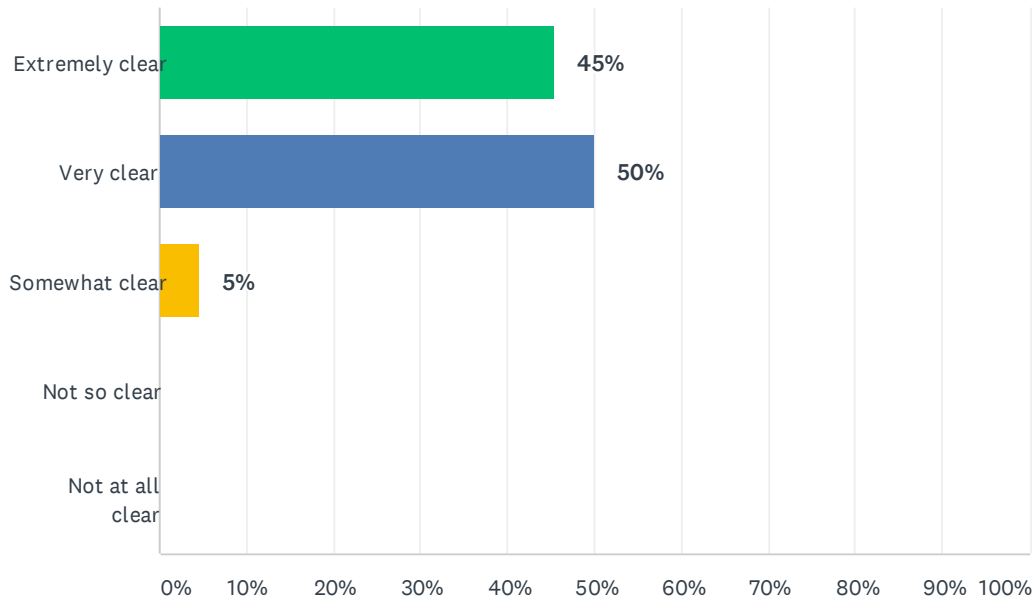
ANSWER CHOICES	RESPONSES	
Extremely relevant	45%	10
Very relevant	55%	12
Somewhat relevant	0%	0
Not so relevant	0%	0
Not at all relevant	0%	0
TOTAL		22

Evaluation Form - Training Session #4 (July 30, 2020)

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	I appreciate the section on "Leader Conflict Resolution Process".	8/4/2020 11:44 AM
2	Conflict is often a state of mind and for me this is difficult to change when fear and not open to change are the barriers. When working with students who have significant developmental differences in a college or university settings fear, uncertainty and understanding play a significant role in how the students get the opportunity to have an authentic student experience. Although there is no obvious traditional conflict, what does exist is a difference in one's state of mind. These values, beliefs and understandings are often more difficult to work with than the normal conflict outburst we see. This type of conflict is often quiet, subtle and don't often show themselves until a situation arises. These take time, conversations and trust. For both me and the other person. How I interpret conflict directly affects my approach and understanding.	8/4/2020 11:05 AM
3	Every newly elected Leadership Group i.e. Chief and Council would benefit by having an intense week long leadership workshop that involves introspection and discussion about their realizations.	8/4/2020 10:53 AM
4	i work with a diversified board; 6 members; and 3 nations.	8/4/2020 10:29 AM
5	ALWAYS NICE TO BE UPDATED ON CURRENT EVENTS	7/30/2020 5:12 PM

Q7 How clear was the presentation of information?

Answered: 22 Skipped: 0

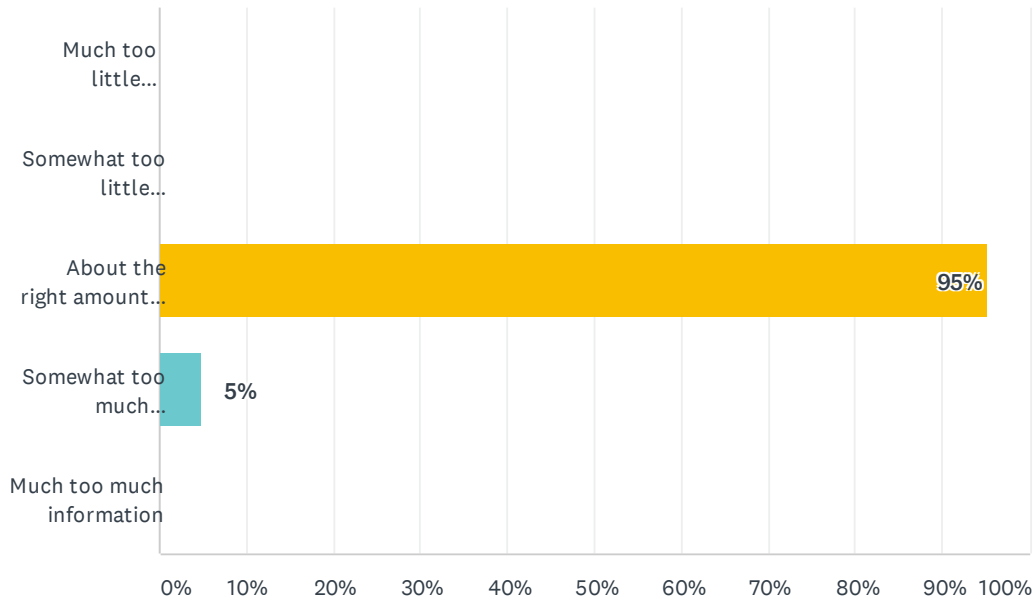


ANSWER CHOICES	RESPONSES	
Extremely clear	45%	10
Very clear	50%	11
Somewhat clear	5%	1
Not so clear	0%	0
Not at all clear	0%	0
TOTAL		22

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	SOMETIMES WE DON'T HAVE THE POWERPOINT FROM THE FACILITATORS, I AM TRYING TO TAKE NOTES AND IT IS GONE	8/4/2020 11:10 AM

Q8 How do you feel about the amount of information presented?

Answered: 21 Skipped: 1

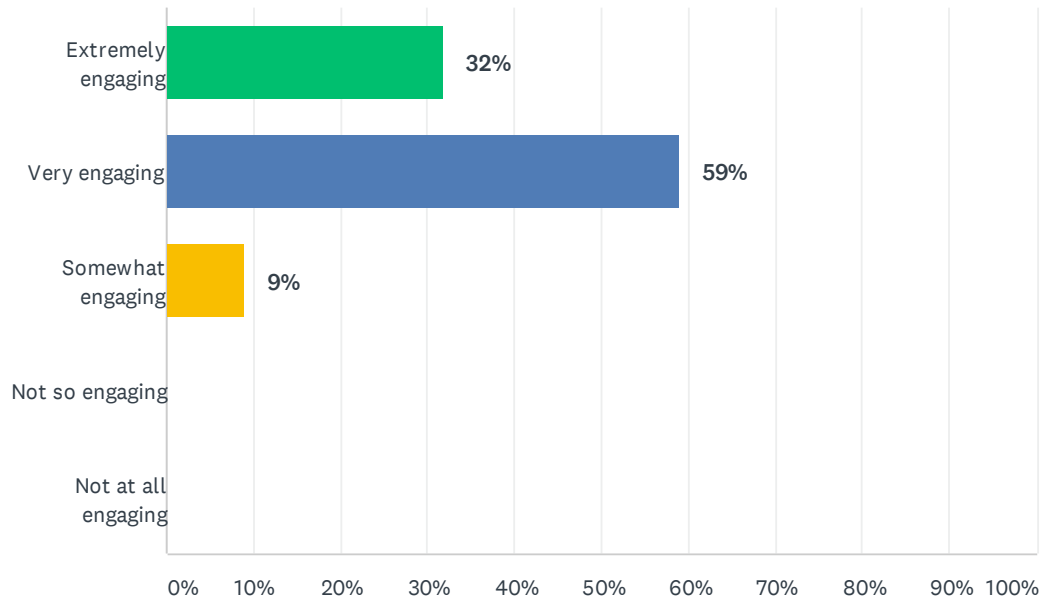


ANSWER CHOICES	RESPONSES	
Much too little information	0%	0
Somewhat too little information	0%	0
About the right amount of information	95%	20
Somewhat too much information	5%	1
Much too much information	0%	0
TOTAL		21

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	Great information shared in condensed, fast-paced time limit.	8/4/2020 11:44 AM
2	PRESENTATION LOVE IT, AWARE OF SELF	8/4/2020 11:10 AM
3	Very well put together that was easy to understand	8/4/2020 9:00 AM

Q9 How engaging were your instructors?

Answered: 22 Skipped: 0

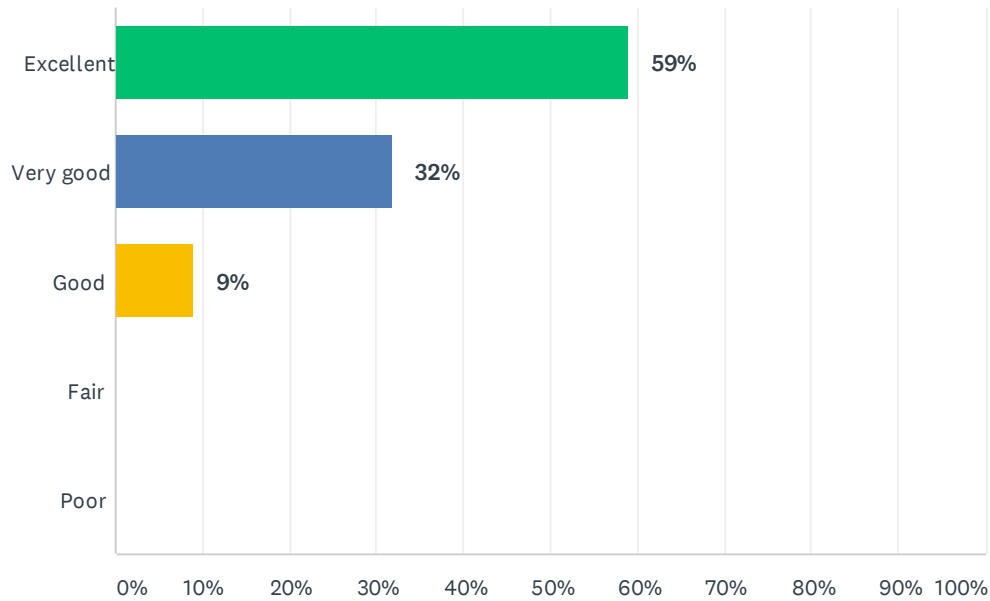


ANSWER CHOICES	RESPONSES	
Extremely engaging	32%	7
Very engaging	59%	13
Somewhat engaging	9%	2
Not so engaging	0%	0
Not at all engaging	0%	0
TOTAL		22

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
	There are no responses.	

Q10 How would you rate your instructors' knowledge of the material?

Answered: 22 Skipped: 0

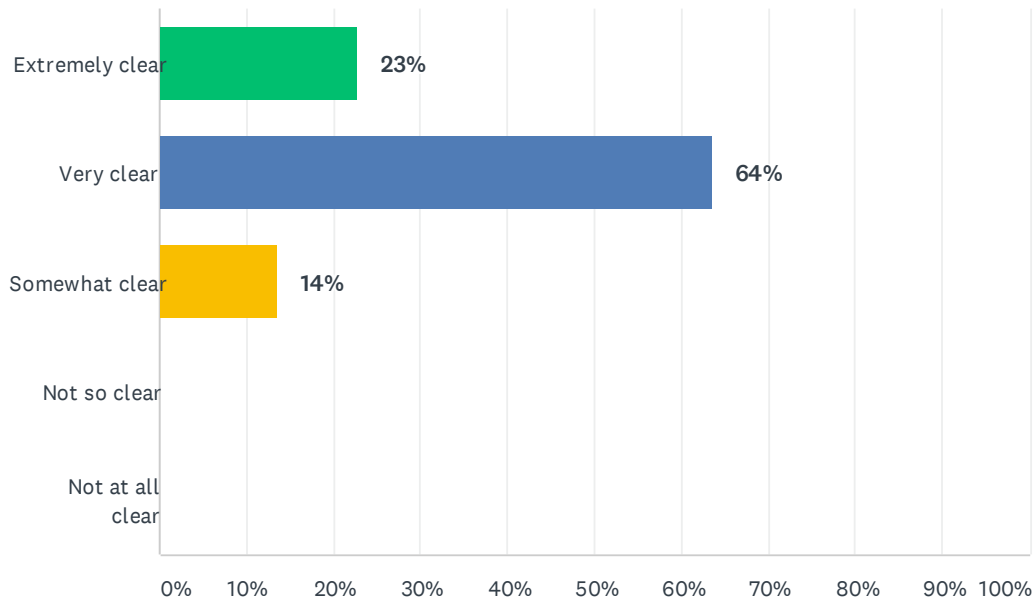


ANSWER CHOICES	RESPONSES	
Excellent	59%	13
Very good	32%	7
Good	9%	2
Fair	0%	0
Poor	0%	0
TOTAL		22

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	The presentation and slides were Very well put together	8/4/2020 9:00 AM
2	Great Job!	7/31/2020 8:53 AM

Q11 How clear are you on the takeaways/lessons learned from the session?

Answered: 22 Skipped: 0

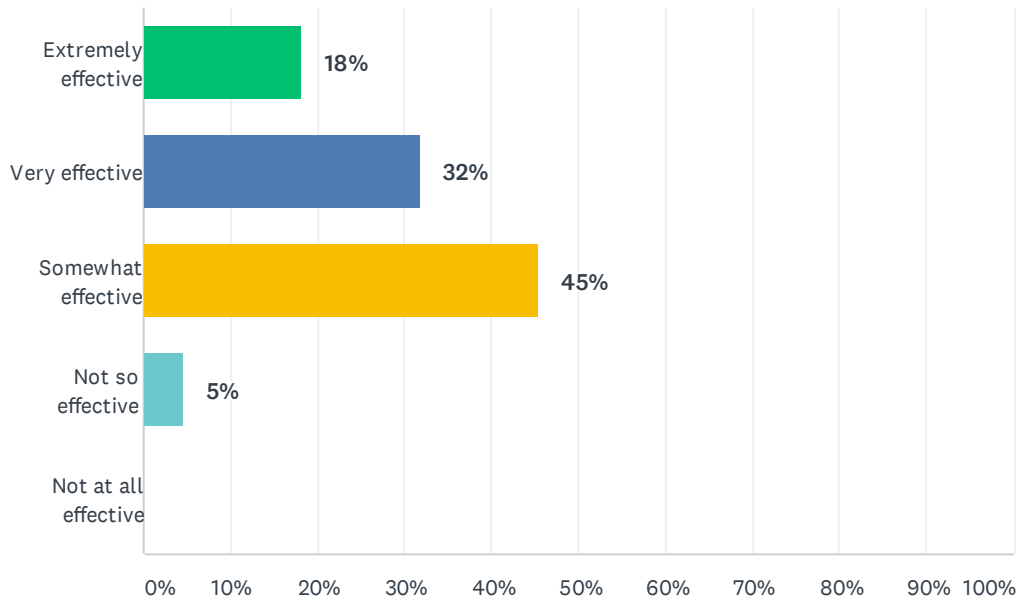


ANSWER CHOICES	RESPONSES	
Extremely clear	23%	5
Very clear	64%	14
Somewhat clear	14%	3
Not so clear	0%	0
Not at all clear	0%	0
TOTAL		22

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	I am leaning into what does inclusive education look like from an Indigenous perspective and nation perspective.	8/4/2020 11:05 AM
2	I would like additional references on lateral violence, conflict of interest- how to manage	8/4/2020 10:29 AM
3	Loud n Clear! :)	7/31/2020 8:53 AM

Q12 How effective did you find the breakout groups/rooms to be?

Answered: 22 Skipped: 0

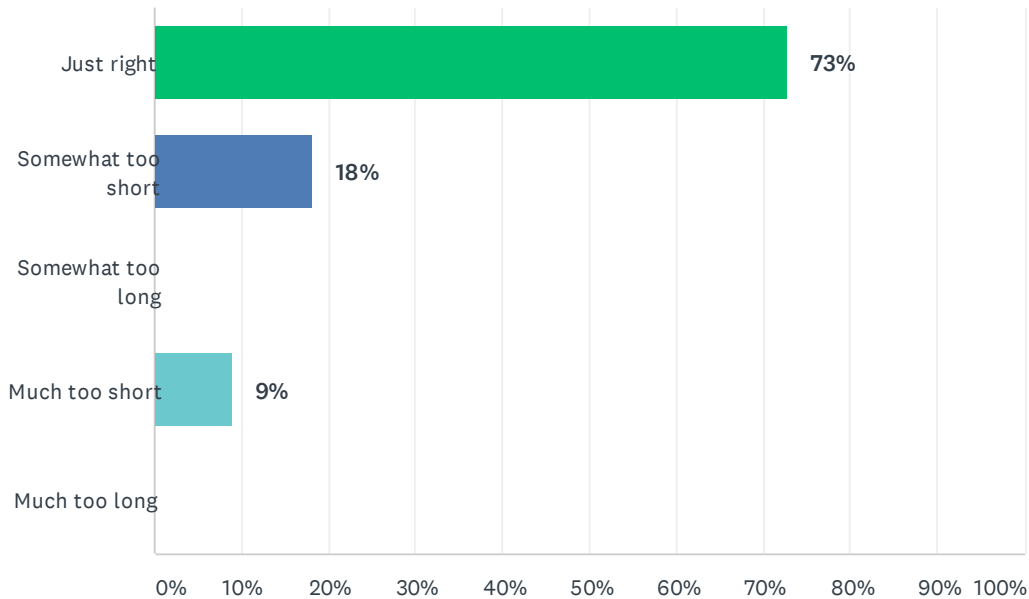


ANSWER CHOICES	RESPONSES	
Extremely effective	18%	4
Very effective	32%	7
Somewhat effective	45%	10
Not so effective	5%	1
Not at all effective	0%	0
TOTAL		22

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	It's a great idea but time was short.	8/4/2020 11:44 AM
2	I was not able to participate in all, due to parenting duties, but was able to listen after the breakout groups.	8/4/2020 9:00 AM
3	loved it, meeting new people and sharing experiences	7/31/2020 8:53 AM
4	Enough time for everyone to speak	7/30/2020 6:46 PM
5	SMALLER GROUPS FOR MORE TIME? IE) DIADS OR TRIADS?	7/30/2020 5:12 PM

Q13 How do you feel about the length of the session?

Answered: 22 Skipped: 0



ANSWER CHOICES	RESPONSES	
Just right	73%	16
Somewhat too short	18%	4
Somewhat too long	0%	0
Much too short	9%	2
Much too long	0%	0
TOTAL		22

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	Jam-packed set of information.	8/4/2020 11:44 AM
2	i like the timeframe;	8/4/2020 10:29 AM
3	I am hopeful that this training will be ongoing. It would be very helpful for those not in management or elected positions to learn and understand prior to entering into governance.	8/4/2020 10:28 AM
4	The 2 hour sessions are just right and allow for room to continue other duties throughout the day.	8/4/2020 9:00 AM
5	im very busy atm with Covid policies, so these sessions are squeezed in my schedule	7/31/2020 8:53 AM

Q14 How do you feel this session could be improved?

Answered: 17 Skipped: 5

#	RESPONSES	DATE
1	Summer may not be the best time for 2 times a week as so many are traveling or have other obligations	8/5/2020 8:49 AM
2	Pre-covid this would be presented in person for 5 days away from the office. I don't know how this could be presented today with all our restrictions.	8/4/2020 11:44 AM
3	If I had the book.	8/4/2020 11:11 AM
4	I feel this session was just enough to start working with without overwhelming me. As I access these tools I am sure more thoughts would come forward.	8/4/2020 11:05 AM
5	no improvement	8/4/2020 10:55 AM
6	It is a good process for on line learning and it has all of the components necessary for effecting changes in leadership.	8/4/2020 10:53 AM
7	I find conflict management a touchy subject. I would like to learn more on how to understand, the safety of our co-workers,	8/4/2020 10:29 AM
8	the reminders are great.	8/4/2020 10:28 AM
9	No suggestions other than it should be mandatory for all elected leaders in FN communities. Need to spend a bit more time on the topic of governance vs. management/administration.	8/4/2020 10:27 AM
10	food	8/4/2020 10:21 AM
11	I would suggest longer work shops, perhaps add more videos to watch	8/4/2020 10:21 AM
12	lengthen the program to offer more time for conversations.	8/4/2020 10:19 AM
13	None.	8/4/2020 9:00 AM
14	N/A	7/31/2020 11:08 AM
15	i was not able to see the questions on the Kahoot game at the end, I had to switch back onto zoom mtg to read them, Was fun though!	7/31/2020 8:53 AM
16	More time and spread out	7/30/2020 6:46 PM
17	THE LESSON MATERIAL COVERED WAS GOOD, HOWEVER, AS AN EDUCATOR I REFLECTED ON WHETHER OR NOT I WOULD HAVE STOPPED THE KAHOTS SESSION. IT IS A FUN AND ENGAGING ACTIVITY WHICH I HAVE DONE BEFORE. MAYBE MORE TIME IN HAVING PARTICIPANTS USE THEIR PHONES, AS I THINK THAT IS WHAT WE HAVE DON AS A GROUP. OR, CONTINUE WITH THE QUESTIONS AND HAVE PARTICIPANTS TYPE THEIR ANSWERS WITH NO PRIZES TODAY?	7/30/2020 5:12 PM

Q15 Please share any other comments, questions, or concerns.

Answered: 12 Skipped: 10

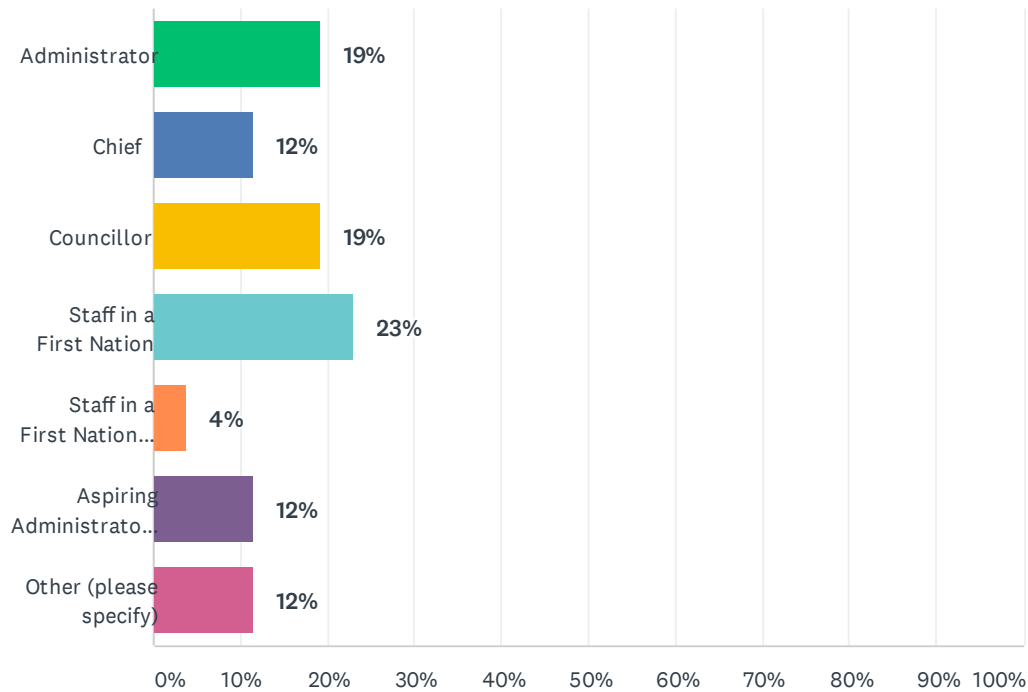
#	RESPONSES	DATE
1	This was great, great reminders and new ways of thinking	8/5/2020 8:49 AM
2	Kwikwetlem has been working on developing our governance structure. It was great to have this high level overview to see how all the pieces fit together.	8/4/2020 11:44 AM
3	Am I able to get the book that we're following?	8/4/2020 11:11 AM
4	I appreciate this session was kind and gentle and took a safe direction without ignoring or avoiding the difficult pieces of conflict. I am a yes person ;) but I will work on that in a good way. I am also the type of person who needs time to reflect and some experiences to bring to the table.	8/4/2020 11:05 AM
5	I would like to thank everyone for allowing us to be able to take this course	8/4/2020 10:55 AM
6	It is good that the First Nation's are able to set historical and contemporary disagreements aside i.e. our territory on the south arm of the Fraser River versus the First Nations fighting our traditional claim.	8/4/2020 10:53 AM
7	thank you for this opportunity to participate.	8/4/2020 10:28 AM
8	thanks for this course!	8/4/2020 10:21 AM
9	Thank you, I know sometimes feedback is hard but I hope it helps to improve the program.	8/4/2020 10:19 AM
10	Thank you all for sharing your knowledge and experiences with me!	7/31/2020 8:53 AM
11	Opportunity to train our council n staff	7/30/2020 6:46 PM
12	CHEERS TO A BEAUTIFUL DAY	7/30/2020 5:12 PM



Appendix F: Workshop 5: Organizational Development

Q3 Which of the following best describe your role in your community or organization?

Answered: 26 Skipped: 0

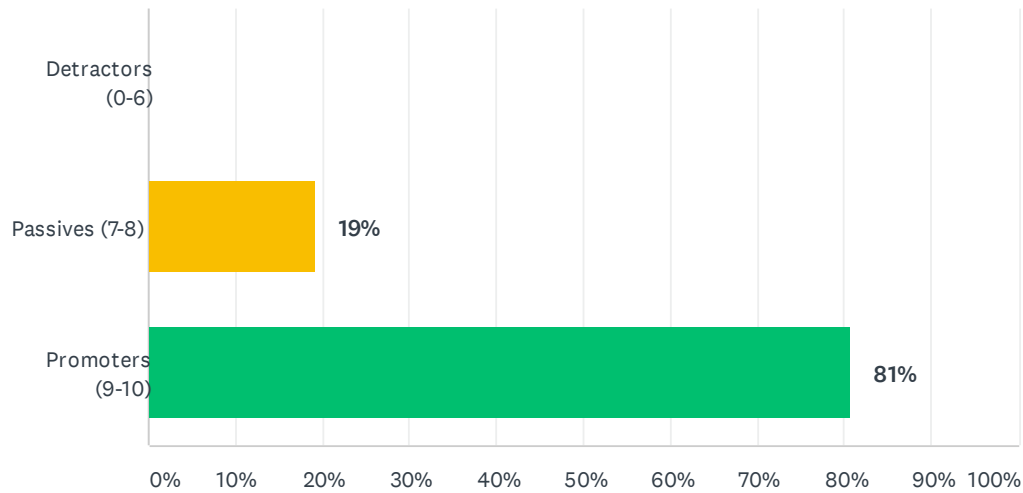


ANSWER CHOICES	RESPONSES	
Administrator	19%	5
Chief	12%	3
Councillor	19%	5
Staff in a First Nation	23%	6
Staff in a First Nation Support Organization	4%	1
Aspiring Administrator and/or Elected Leader	12%	3
Other (please specify)	12%	3
TOTAL		26

#	OTHER (PLEASE SPECIFY)	DATE
1	Support for Indigenous Communities	8/6/2020 10:47 AM
2	educator	8/5/2020 8:26 PM
3	RN (FHA) in community	8/4/2020 4:12 PM

Q4 How likely is it that you would recommend this session to a friend or colleague?

Answered: 26 Skipped: 0



DETRACTORS (0-6)	PASSIVES (7-8)	PROMOTERS (9-10)	NET PROMOTER® SCORE
0	19%	81%	81
0	5	21	

Q5 What is your biggest takeaway or lesson learned from this session?

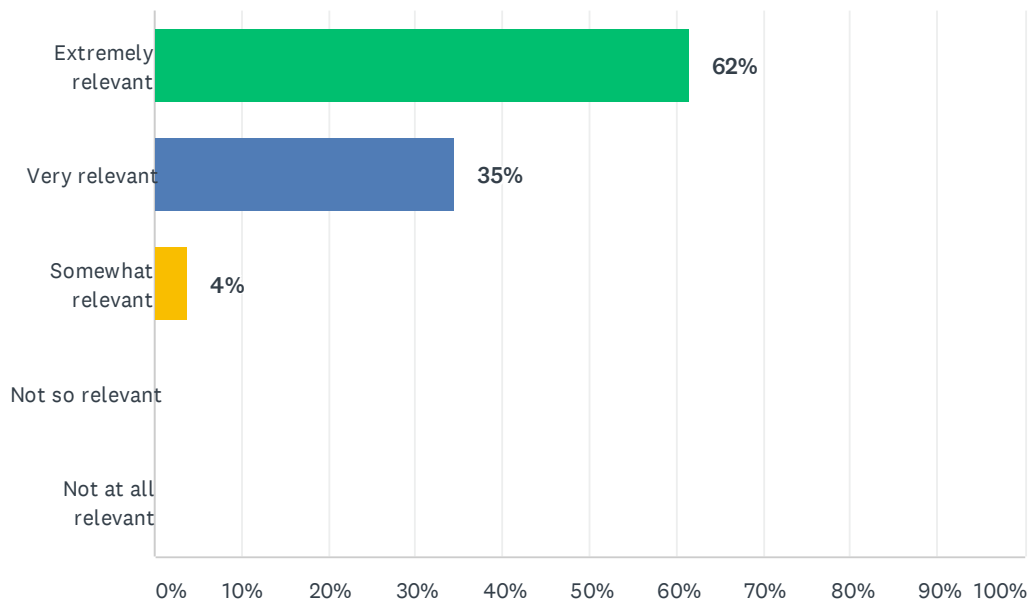
Answered: 26 Skipped: 0

Evaluation Form - Training Session #5 (August 4, 2020)

#	RESPONSES	DATE
1	This really really give me strength to know that what I would like, is the proper thing. Although I may be told Different	8/6/2020 11:52 AM
2	The reminder to journal, it helps ground and put your thoughts down and help map out ideas - importance of Leadership	8/6/2020 10:47 AM
3	every lesson I took something away from, I really enjoyed the conflict resolution session. It really made me think about how to understand how I interact and relate with people	8/6/2020 10:41 AM
4	Learning about policy was good. I would like to say that it is good to have policy and procedures to follow, but too also have a bylaw officer to keep everyone on track with those helps immensely.	8/6/2020 10:28 AM
5	Love all the links for reading. Gives me more focus and drive to get our procedures/policies done.	8/6/2020 10:28 AM
6	Learning planning to achieve goals!	8/6/2020 10:23 AM
7	Self Care, how important it is for keeping a schedule and learning from other Nations how they operate. Also the support from others.	8/6/2020 10:22 AM
8	that I have so much continued learning to do; if I want to stay in this position; enjoyed the systems learning video	8/6/2020 10:21 AM
9	The importance of implementing Cultural teachings to the introduced systems we currently work in with Governance and Operations	8/6/2020 10:19 AM
10	Incorporating Traditional Governing Systems into our policies and procedures.	8/6/2020 10:19 AM
11	system thinking	8/6/2020 10:17 AM
12	how important good governance is to ensure community values are upheld	8/6/2020 10:14 AM
13	I really appreciated all of the information that was shared by both the facilitator and those with lived experiences	8/6/2020 10:11 AM
14	systems thinking.... the term. dealing with policy creating, implementing, maintaining and upholding.. the importance of.	8/6/2020 9:36 AM
15	sharing, connecting, feeling included	8/5/2020 8:26 PM
16	Governance and organizational development are the biggest takeaway for me.	8/5/2020 3:13 PM
17	to fully understand the importance of utilizing the policy and procedure when in leadership.	8/5/2020 10:38 AM
18	wholistic view of the community and how our work needs to be supported by the appropriate foundations and policies	8/5/2020 8:19 AM
19	GOVERNANCE POLICY MODEL	8/4/2020 7:35 PM
20	Amazing leadership ways of working together.	8/4/2020 6:22 PM
21	Collaboration	8/4/2020 4:53 PM
22	The importance of policy.	8/4/2020 4:21 PM
23	Policy development and strategic system thinking. The recognition of the gaps	8/4/2020 4:19 PM
24	I've struggled with the concept of balancing western ideals of best practice with indigenous way of being/knowning. I feel more confident applying these concepts collaboratively rather than competitively. I had a light-bulb moment when I heard the comparison of traditional laws/protocols to current policy.	8/4/2020 4:14 PM
25	To be honest, I liked the way it was delivered to Indigenous Peoples. Its empowering and we all have the commonality of NOT needing to explain our history so our co-learner could understand and relate. We have experienced, we just innately know and there exists comforts in not be judged.	8/4/2020 4:12 PM
26	Accountability to myself, and my community to me, and me to my community	8/4/2020 4:00 PM

Q6 How relevant is the material from today's session to your role or to the role you aspire to have?

Answered: 26 Skipped: 0

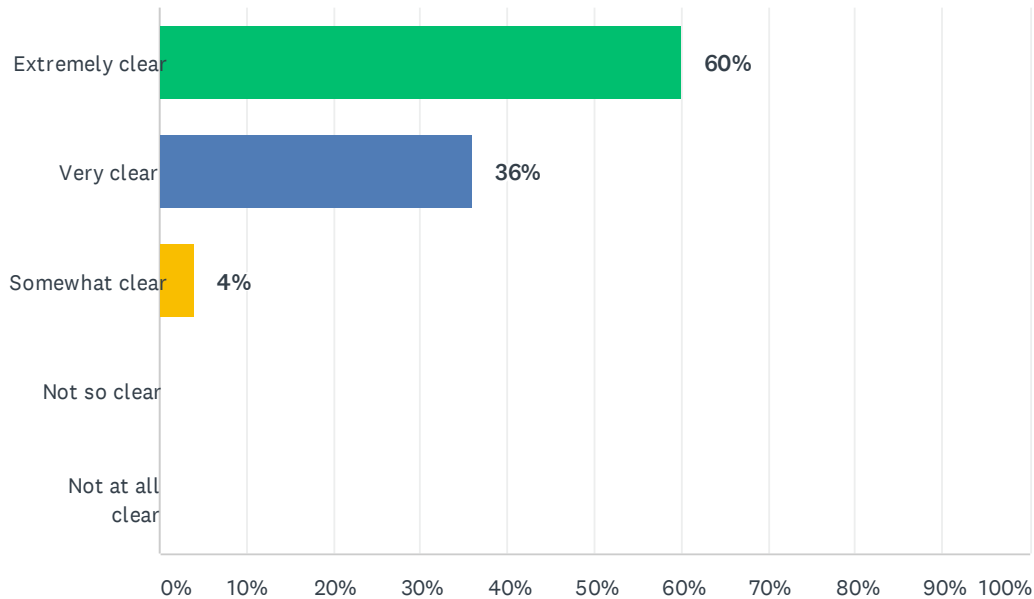


ANSWER CHOICES	RESPONSES	
Extremely relevant	62%	16
Very relevant	35%	9
Somewhat relevant	4%	1
Not so relevant	0%	0
Not at all relevant	0%	0
TOTAL		26

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	Again yes we need to run by policy and again would be great to have a bylaw officer to help keep things running smoothly	8/6/2020 10:28 AM
2	Everything has all the documents to help.	8/6/2020 10:28 AM
3	It would be nice to have more information or links or even more references that we can have access to. Books to keep on my shelf for reference or if I need information if a co-worker needs help, etc	8/5/2020 3:13 PM
4	I often find I am busy trying to manage day to day tasks, and lose focus on the bigger picture. This workshop helped to make me feel more grounded and centered in a good way	8/5/2020 8:19 AM
5	They way you present your material is inspiring, it makes me feel empowered that I can move on in my career not be continuously dictated too by other non-Indigenous that seem to think they know what's right for me and what's right for us.	8/4/2020 4:12 PM

Q7 How clear was the presentation of information?

Answered: 25 Skipped: 1

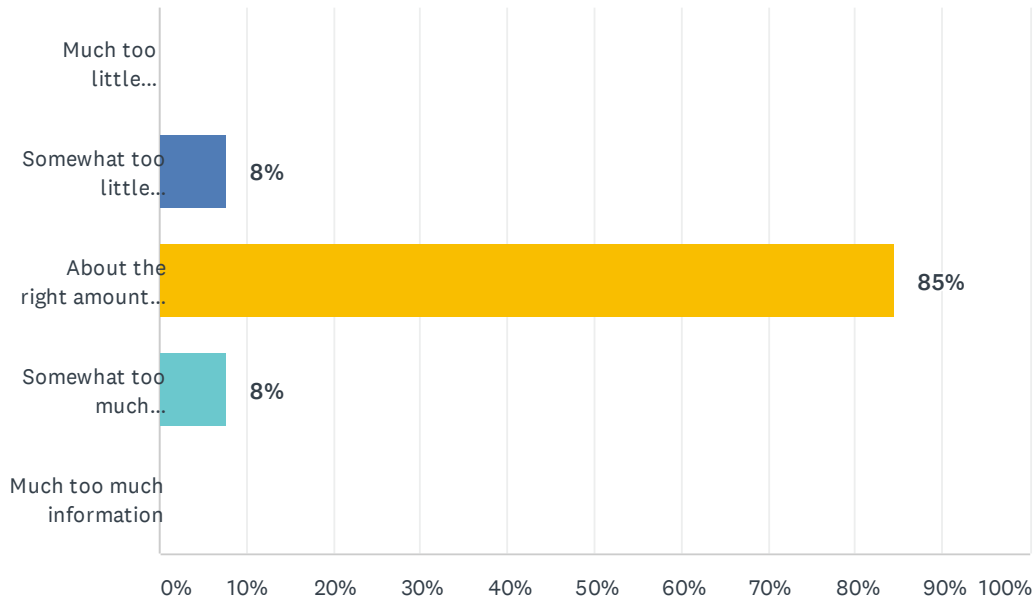


ANSWER CHOICES	RESPONSES	
Extremely clear	60%	15
Very clear	36%	9
Somewhat clear	4%	1
Not so clear	0%	0
Not at all clear	0%	0
TOTAL		25

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	I had always preferred face to face but this zoom has actually been convenient as I didn't have to leave my workplace.	8/6/2020 10:28 AM
2	very thought out and well prepared. Pace of speaking was amazing.	8/6/2020 10:22 AM
3	I was unable to attend due to a death in my family but did complete the readings and enjoyed the content.	8/6/2020 10:14 AM
4	Love the work detailed, is what we are doing now in our nation!	8/4/2020 6:22 PM
5	You are both friendly and approachable.	8/4/2020 4:12 PM

Q8 How do you feel about the amount of information presented?

Answered: 26 Skipped: 0

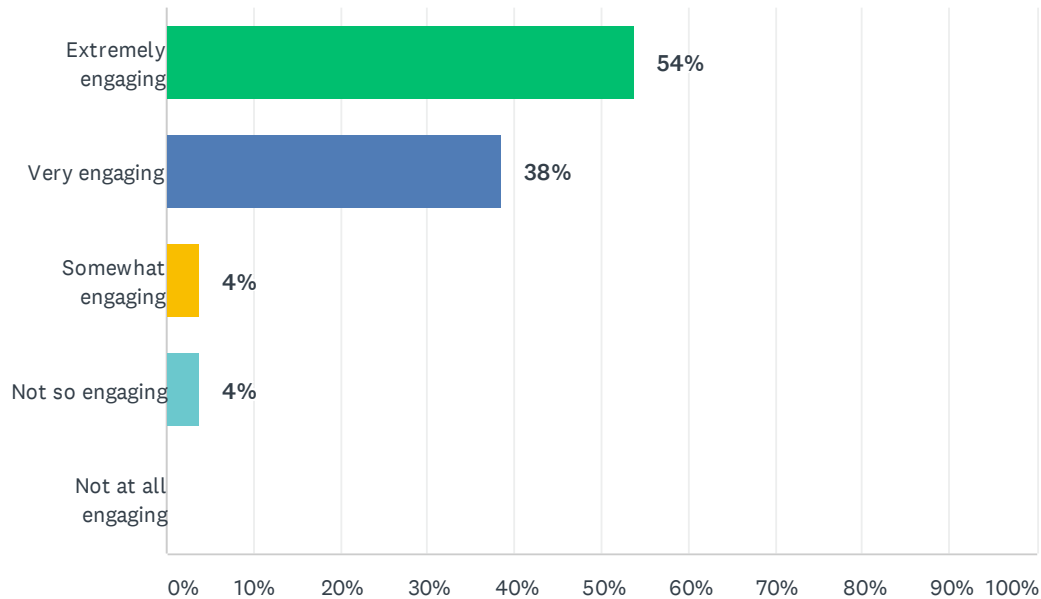


ANSWER CHOICES	RESPONSES	
Much too little information	0%	0
Somewhat too little information	8%	2
About the right amount of information	85%	22
Somewhat too much information	8%	2
Much too much information	0%	0
TOTAL		26

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	I Wasn't able to participate live but watched this morning.	8/6/2020 11:52 AM
2	As I have been listening to this for the last 3 wks. I find that yes it is emphasized we go by our own cultures and values. But I am also hearing we still need to adhere to ISC"S rules as well. So some is kind of conflicting. Is this a stepping stone to move away from ISC and work towards independence and self government?	8/6/2020 10:28 AM
3	Was a lot to read but it was all helpful	8/6/2020 10:28 AM
4	lots to think about and learn; this course is helping me become more of an administrator than just the bookkeeper	8/6/2020 10:21 AM
5	More time for people to speak vs. chat box.	8/6/2020 10:19 AM
6	well, as i have said, i am more apt to fun.. policy is not fun.. so, i had to push myself to listen.	8/6/2020 9:36 AM

Q9 How engaging were your instructors?

Answered: 26 Skipped: 0

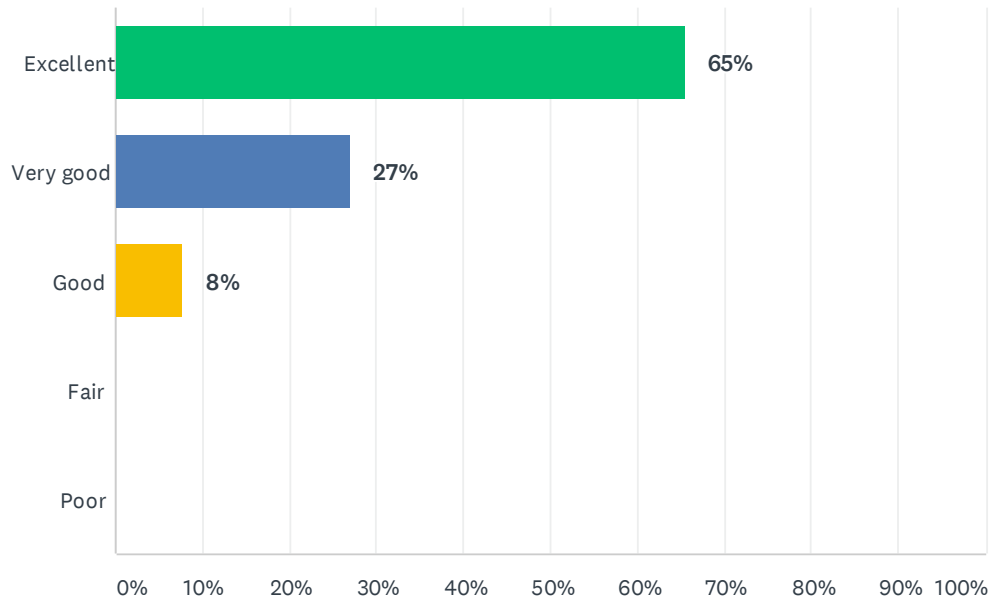


ANSWER CHOICES	RESPONSES	
Extremely engaging	54%	14
Very engaging	38%	10
Somewhat engaging	4%	1
Not so engaging	4%	1
Not at all engaging	0%	0
TOTAL		26

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	They are great instructors. work great together and works well with all that are involved	8/6/2020 10:28 AM
2	Never dull, keeps you engaged. Very interesting to keep you focused	8/6/2020 10:28 AM
3	had tech difficulties with cell dying and and power outage in community	8/5/2020 10:38 AM
4	Love you both!	8/4/2020 4:12 PM

Q10 How would you rate your instructors' knowledge of the material?

Answered: 26 Skipped: 0

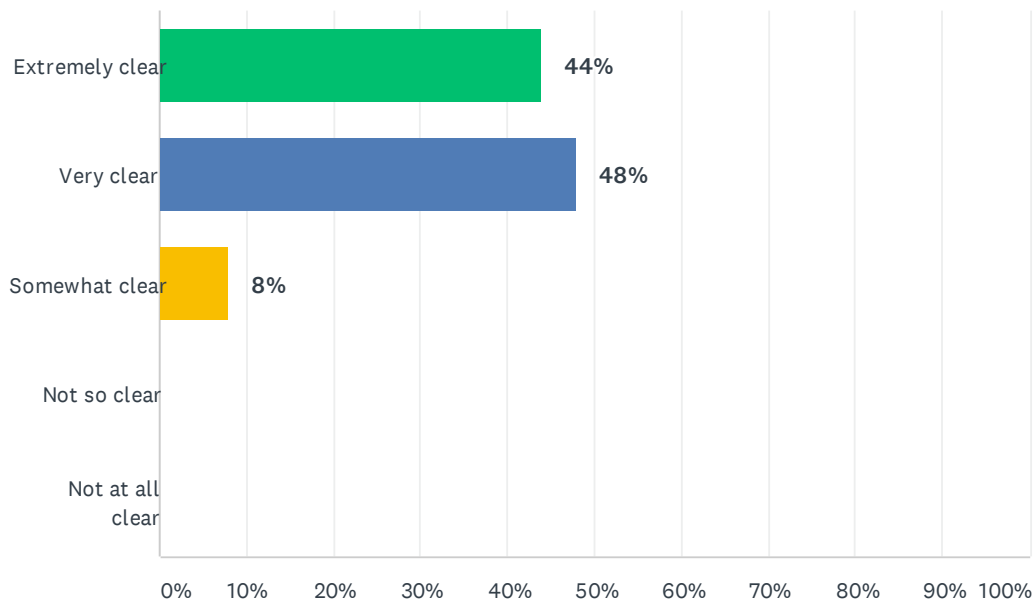


ANSWER CHOICES	RESPONSES	
Excellent	65%	17
Very good	27%	7
Good	8%	2
Fair	0%	0
Poor	0%	0
TOTAL		26

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	Yes, love it. So much references to back up the lessons	8/6/2020 10:28 AM
2	Are you kidding me? Your knowledge and presentation skills are excellent and honestly has inspired me and given me a sense of confidence to carry on rising in my career.	8/4/2020 4:12 PM

Q11 How clear are you on the takeaways/lessons learned from the session?

Answered: 25 Skipped: 1

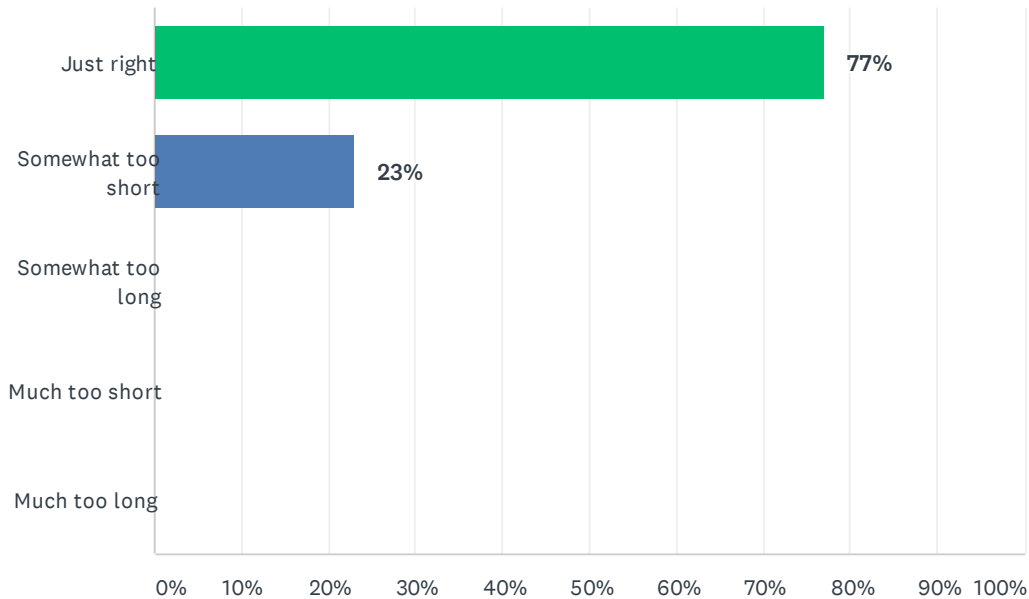


ANSWER CHOICES	RESPONSES	
Extremely clear	44%	11
Very clear	48%	12
Somewhat clear	8%	2
Not so clear	0%	0
Not at all clear	0%	0
TOTAL		25

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	I will be viewing all of them again	8/6/2020 11:52 AM
2	Sometimes you go to meetings and you go away thinking that I could've done something else but this actually makes you want to create comprehensive models of support policies for all ages in our community	8/6/2020 10:28 AM
3	I would like to spend more time to focus on major topics in order to develop deeper knowledge and understanding.	8/6/2020 10:19 AM
4	Very grateful for today's session!	8/4/2020 6:22 PM
5	I had difficulty finding the material in my emails	8/4/2020 4:53 PM
6	That a whole population of Indigenous leaders exist and are rising to the role.	8/4/2020 4:12 PM

Q12 How do you feel about the length of the session?

Answered: 26 Skipped: 0



ANSWER CHOICES	RESPONSES	
Just right	77%	20
Somewhat too short	23%	6
Somewhat too long	0%	0
Much too short	0%	0
Much too long	0%	0
TOTAL		26

#	PLEASE PROVIDE ADDITIONAL DETAIL:	DATE
1	I like that it is broken up and not daily and that it is not a long day. sometimes that can be too long if its a whole day	8/6/2020 10:28 AM
2	At first I was thinking it was not long enough. Time goes quickly but I attended an all day Chiefs meeting last week and found in the afternoon, my eyes were getting wonky! LOL	8/6/2020 10:28 AM
3	I like the idea of the series and am very interested in the next ones.	8/6/2020 10:22 AM
4	3 hours in the day is good timing for me	8/6/2020 10:19 AM

Q13 How do you feel this session could be improved?

Answered: 17 Skipped: 9

#	RESPONSES	DATE
1	Tuesday to Thursday a little difficult for homework being on council and housing portfolio	8/6/2020 11:52 AM
2	I really liked how we had homework and interacted in small groups... we need a little bit more breaks and make the session longer,,, its so hard to keep focused on the computer screen	8/6/2020 10:41 AM
3	No improvement	8/6/2020 10:28 AM
4	Nothing, it was all great!!	8/6/2020 10:28 AM
5	The length and information was just right.	8/6/2020 10:22 AM
6	enjoyed the time frame;	8/6/2020 10:21 AM
7	more time for breakout sessions. "Open Mic" or Time at the end of the topics for people to speak on the topics	8/6/2020 10:19 AM
8	Provide a year long program?	8/6/2020 10:19 AM
9	longer hours	8/6/2020 10:17 AM
10	As much as I love hearing people's stories and experiences, I really think we should stay on topic and stick to the agenda. I really don't like rushing at the end of the sessions because we are behind	8/5/2020 3:13 PM
11	lots info and short time to share	8/5/2020 10:38 AM
12	More time more sessions Elder present / Youth present	8/4/2020 6:22 PM
13	More time	8/4/2020 4:53 PM
14	This is not an easy topic and you did a good job.	8/4/2020 4:21 PM
15	Possibly more sessions on strategic systems. Unpacking it so that those who have not done work to u sweat and the bigger picture such as lateral violence and the root of it historically, and today's impact .	8/4/2020 4:19 PM
16	I think it was a very good session.	8/4/2020 4:14 PM
17	It was great	8/4/2020 4:12 PM

Q14 Please share any other comments, questions, or concerns.

Answered: 15 Skipped: 11

#	RESPONSES	DATE
1	I have watched one three times already. I will again they are so good	8/6/2020 11:52 AM
2	I have told many people about this course, its so valuable, it was well organized and the instructors were informative	8/6/2020 10:41 AM
3	Thank you for allowing so many to be involved in this and hope to see more in the near future	8/6/2020 10:28 AM
4	If at any time there will be a certificate program, I would be interested.	8/6/2020 10:28 AM
5	Thank you, my hands raise up to you for this series and your shared knowledge.	8/6/2020 10:22 AM
6	looking forward to next course; thank you	8/6/2020 10:21 AM
7	I love the idea of this workshop and if the opportunity comes again I hope we are not limited to this one time opportunity	8/6/2020 10:19 AM
8	thank you	8/6/2020 10:17 AM
9	the sessions are too close together.. i have noticed that the reading has been given on the Tuesday, and having to be done by Thursday.. I would like a day or two more to get to the homework..	8/6/2020 9:36 AM
10	i look forward to part 2	8/5/2020 8:26 PM
11	Thankful for the opportunity	8/4/2020 4:53 PM
12	It is great to know that our First Nation is heading in the right direction and that we are being lead by some great leaders	8/4/2020 4:21 PM
13	Thanks	8/4/2020 4:19 PM
14	The more time I spend, the more inspired I feel by the powerful women in this cohort. I'm humbled by the depth of knowledge in the group, and I am already grieving the end this training.	8/4/2020 4:14 PM
15	Thanks so much for the opportunity to be part of this group. XOXO	8/4/2020 4:12 PM