



First Nations Public Service Secretariat (FNPS)
Pre- and Post-Election Leadership Training

Workshop Evaluation Summary

**Pre-Election Training
January 26 & 27, 2022**

February 10, 2022

Prepared by Sherri Corrie
Submitted by Bronwen Geddes



Elected Leadership Training
for those considering running for election in their community



Overview

The First Nations Public Service Secretariat (FNPS) brings First Nations experts and partner organizations together to make training opportunities more readily available to BC First Nations. The FNPS develops new tools and training, and tailors existing ones, to better meet the needs of BC First Nations.

The Pre- and Post-Election Training (the “Elected Leaders Training”) is intended for 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.

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Part 1: Pre-Election Training

The Elected Leaders Training was designed and developed with an Indigenous Advisory Group, FNPSS, and Carden Consulting. The training series is made up of two parts: Pre-Election and Post-Election.¹ Part 1: Pre-Election was a series of two workshops that took place in January 2022. It was facilitated by Laara Yaghujaanas, Mark Salter, and Justin Chrones from Carden Consulting and Bronwen Geddes and Michelle Gomes on behalf of FNPSS. A guest speaker, Alison Trenholm K'edetle lakw, Lands and Governance Director and Councillor for the Homalco First Nation, discussed the 'Custom Election Code'. Elder Francois Prince provided the Opening and Closing Prayers. The online environment incorporated a live feed, guest speaker, online polls, interactive breakouts, and evaluation surveys.

Workshop 1: Roles & Responsibilities of Elected Leaders

Date: January 26, 2022
Time: 5:00 – 8:00 pm

Workshop 2: Leading Self & Values-Based Leadership

Date: January 27, 2022
Time: 5:00 – 8:00 pm



Facilitators: Mark Salter, Laara Yaghujaanas and Justin Chrones



Guest Speaker: Alison Trenholm, Homalco First Nation

¹ Part 2: Post-Election is scheduled to be delivered on February 2, 9, 16 & 23, 2022.



The main topics of the Pre-Election Training included the following:

Workshop 1: Roles & Responsibilities of Elected Leaders

- What Does Your Nation's Governing System Look Like?
- First Nations Governing Systems & Organizational Structures, Roles & Responsibilities, Limits of Authority
- Managing the Senior Manager and Operations
- Custom Election Code

Workshop 2: Leading Self & Values-Based Leadership

- Leadership Characteristics and Skills
- Good Leadership & Governance
- Leading Self
- Values-Based Leadership

Each Workshop's agenda was structured in a similar way:

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

Promotion

The Pre-Election Training was promoted through FNPSS' social media sites (Facebook, Instagram, Twitter and LinkedIn), e-newsletter and website. It was also promoted via direct email to FNPSS's comprehensive list of elected leaders in BC. Registration was left open between workshops and a number of new registrants joined only for the second session.

General Feedback

Despite a significant paring back of content prior to delivery of the pilot, there remained far more content than could be delivered in a two-day period, if participant engagement continues to be encouraged. Given the value of and appreciation for the networking and sharing opportunities within

FNPSS
PRE- AND POST-ELECTION TRAINING
Pre-Election: *January 26 & 27, 2022* | Post-Election: *February 2, 9, 16 & 23, 2022*

PRE-ELECTION TRAINING
~for those interested in running for election in their community~
Two Part Virtual Series: Jan. 26 & 27, 2022
5:00pm - 8:00pm PST (each day)

Are you considering running for a position of elected leadership in your community?
If so, join FNPSS for this two-part series for those interested in becoming chief or councillor. This training will support you in:

1. Learning more about the roles and responsibilities of elected leaders; and
2. Developing a better understanding of your personal leadership approach.

The training is being offered at no cost to participants, in exchange for your feedback on the content and delivery. Please plan to join both sessions!

REGISTER NOW!
Via the link in post.

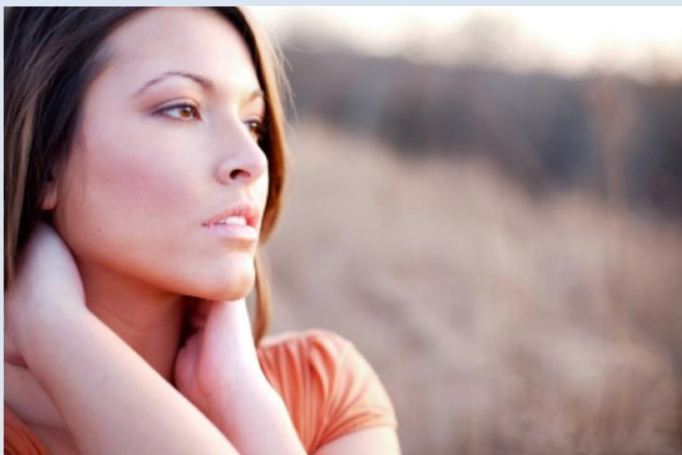
Post-Election Training also available. For more information, visit the FNPSS website or contact mentorship@fnps.ca.

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the group, it would be worth considering extending the pre-election training to three or four workshops and spreading them over several weeks out to give time for introductions, breakout sessions, and homework completion.

Quotes from Survey Respondents

<p>“Facilitators are very professional, interactive and knowledgeable.”</p>	<p>“There were many great learning moments and a few aha moments, honestly quite a bit of wow, that is a lot of information in a three-hour session.”</p>	<p>“Learning from other First Nations.”</p>
<p>“Would just like to say thank you and loving the series and quality programming you provide. Snachaylia (thank you).”</p>		<p>“Thank you, my hands are raised to all of you that organized this to make it happen.”</p> <p>“I really liked how the mind frame around traditional teaching is being brought into the lessons.”</p>
<p>“Thank you for this opportunity to learn.”</p>	<p>“I’ve joined several sessions on varied topics hosted by FNPSS and I find that they are always quality programming, and a great way to network, and collaborate with neighboring nations that may be dealing with similar concerns or initiatives”</p>	<p>“The ease of sharing in the group was comforting.”</p>





Workshop Registrants, Participants and Survey Respondents

Commitments

Registrants were informed that it was free to attend the Workshops in exchange for feedback on the content and delivery.

Overview

Registrants: Promotions resulted in interest from 63 registrants from 44 First Nations. A total of 54 registered for Workshop 1, while 62 registered for Workshop 2. Eight registrants registered after Workshop 1 was offered.

Participants: Of those 63 registrants, 34 participants attended (54% of registrants) from 23 First Nations. A total of 25 participated in Workshop 1, while 30 participated in Workshop 2. Overall, 14 participated in one Workshop, while 20 participated in both Workshops.

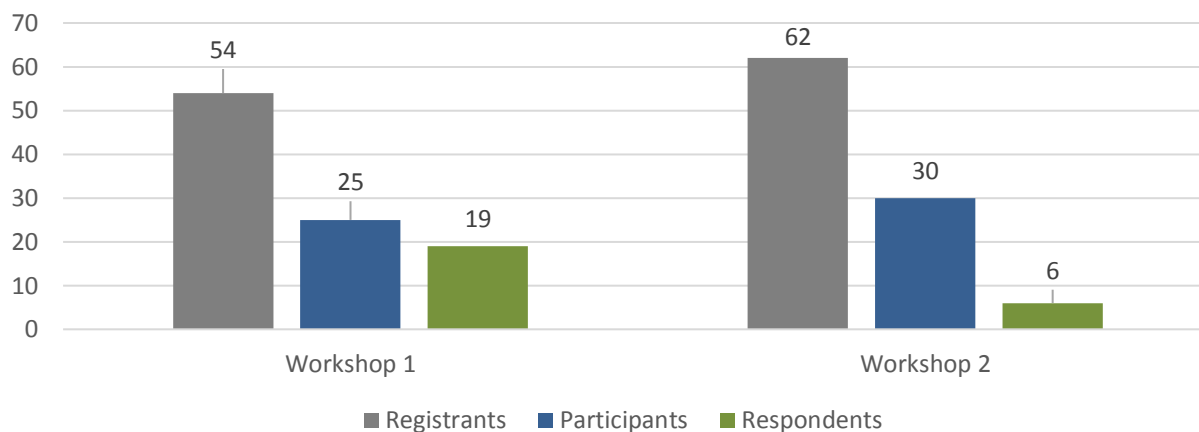
Survey Respondents: Of the 34 participants, 20 responded to the surveys (59%) from 14 First Nations. A total of 19 evaluated Workshop 1 (76% response rate), while only 6 evaluated Workshop 2 (20% response rate). Overall, 15 evaluated one Workshop, while 5 evaluated both Workshops.

	Workshop 1	Workshop 2	Total Over Both	# First Nations Represented
Registrants	54	62	63	44
Participants²	25	30	34	23
# participated in 1 Workshop			14	
# participated in both Workshops			20	
Respondents	19	6	20	14
# responded to 1 Workshop			15	
# responded to both Workshops			5	
response rate	76%	20%		

² A participant is someone who attended at least 15 minutes of the Workshop.



Per Workshop



#s Per Workshop

The surveys asked respondents to describe their role in the community and how many FNPSS events they had attended in the past.

Workshop 1		Workshop 2	
Which of the following best describe your role in your community or organization?			
Elder	0%	Elder	0%
Elected Leader	58%	Elected Leader	33%
Staff	16%	Staff	50%
Member	16%	Member	0%
Other	10%	Other	17%
How many FNPSS events have you been to so far?			
This is my first one!	68%		
2 to 4	21%		
5 to 9	11%		
10+	0%		



Survey Response Summary

The Pre-Election Training was popular with First Nations across BC. The feedback from participants, who received the training at no cost, was greatly positive, with high praise for the content, format, delivery, instruction and organization. In fact, 96% (24 out of 25 respondents) noted that it completely or mostly met their expectations.

The delivery of the Pre-Election Training Workshops was successful, as 84% of respondents stated the presentation of information was extremely or very clear, 72% noted the amount of information presented was about right, and 75% noted the length of the Workshop was just right. In Workshop 1, some respondents felt there was too much information covered in the time allotted. There were several suggestions from respondents to extend Workshop 1 over multiple days so there could be more time spent on each topic. One respondent wrote, “I could see the workshop stretched to 4 days, in order to provide proper info in a slower fashion.” Even though there was feedback on the amount of material covered in Workshop 1, respondents expressed gratitude that the Workshops were recorded so they could review and share the presentation material afterwards.

The instruction of the Pre-Election Training was very well received, with 92% of respondents noting instructors were extremely or very engaging. One respondent mentioned, “Facilitators are very professional, interactive and knowledgeable.” Many respondents mentioned the benefit of the Pre-Election Training for networking and collaborating with those from other First Nations.

The recurring suggestions for future workshops were to provide more time for discussion and networking among participants, move slower when explaining complex material (specifically in Workshop 1), forward presentation material well in advance and ensure presentations are printable for all participants (one participant noted they were unable to print the full presentation).

The full summary of responses is provided in Appendices A and B.

Workshop 1	Workshop 2
Did today’s training meet your expectations/needs?	
63% Completely 37% Mostly	50% Completely 33% Mostly 17% Somewhat
What is your biggest takeaway or lesson learned from this Workshop?	
<ul style="list-style-type: none"> Strategies, roles and responsibilities to help and support community Chief and Council roles Engagement with community and Elders in all stages of development The Governance Policy Model 	<ul style="list-style-type: none"> How different personalities interact Emotional intelligence All of it!



Workshop 1	Workshop 2
<ul style="list-style-type: none"> • The importance of shared experience, learning from one another • The Election Code and changes to the Election Code 	
How clear was the presentation of information?	
<p>26% Extremely clear 58% Very clear 16% Somewhat clear</p> <p>All respondents agreed that the presentation of information was clear. Some respondents noted that there was a lot of information covered in a limited amount of time, but they also expressed how helpful it was to have the recording and PowerPoint to refer to and share afterwards. One respondent noted that “facilitators [were] very professional, interactive and knowledgeable.”</p>	<p>33% Extremely clear 50% Very clear 17% Somewhat clear</p> <p>All respondents agreed the presentation of information was clear.</p>
How engaging were your instructors?	
<p>53% Extremely engaging 37% Very engaging 11% Somewhat engaging</p> <p>All respondents felt the instructors were engaging. Some respondents noted they liked the presentation style (slides behind the moderators, links to sites being discussed, etc.) and the opportunity instructors gave to network and collaborate with others.</p>	<p>50% Extremely engaging 50% Very engaging</p> <p>All respondents felt the instructors were engaging. One respondent mentioned the language in the presentation was easy to read and the presenters maintained a good pace throughout their presentation. Another appreciated the breakout sessions.</p>
How do you feel about the amount of information presented?	
<p>68% About the right amount of information 32% Somewhat too much information</p> <p>Most respondents noted that there was about the right amount of information in the Workshop. However, multiple respondents noted that there was a lot of information covered in a short period of time. One respondent explained how for “someone (me) who doesn’t know the process, it was a bit overwhelming.” One respondent recommended an in-person training session, and multiple respondents recommended the same Workshop be extended over</p>	<p>83% About the right amount 17% Somewhat too much information</p> <p>Most respondents felt there was about the right amount of information presented. One respondent noted, “I feel I learn a lot from comments and conversations.”</p>



Workshop 1	Workshop 2
<p>multiple days. Some respondents recognized that they were appreciative the presentation was recorded so they could refer to the material later.</p>	
<p>How do you feel about the length of the Workshop?</p>	
<p>72% Just right 11% Somewhat too short 17% Somewhat too long Most respondents felt the length of the Workshop was just right, while two respondents felt it was too short and three respondents felt it was too long. A few respondents suggested allotting more time to review the material and discuss the topics.</p>	<p>83% Just right 17% Somewhat too short Most respondents felt the length of the Workshop was just right. One respondent noted that “With the break, it was perfect.”</p>
<p>What do you think the best time of day would be for this training going forward?³</p>	
<p>74% Evenings are great for this! 21% Afternoons would be best 21% Mornings would be best 11% Anytime works for me</p>	<p>50% Evenings are great for this! 50% Afternoons would be best 33% Mornings would be best 17% Anytime works for me</p>
<p>How do you feel this Workshop could be improved?</p>	
<p>The Workshop received good feedback. Some respondents felt the information was presented well and they were happy with the content. Some recommendations from respondents were on extending the Workshop over multiple days, receiving presentation materials earlier, more time for breakout discussions and hosting Workshops in person.</p>	<p>This Workshop was very well received. There were no suggestions for improvement. One participant said the presentation had a “Good amount of information in a good amount of time tonight.”</p>
<p>Please share any other comments, questions, or concerns.</p>	
<p>Respondents were very thankful for the Workshop. One respondent said, “Would just like to say thank you, and loving the series and quality programming you provide.” Another respondent stated, “Thank you for this opportunity to learn.”</p>	<p>Participants were thankful for this Workshop. One participant noted they tried to print the presentation beforehand; however, they were only able to print a few pages.</p>

³ Respondents could choose more than one answer.



Quotes from the participants in the chat room

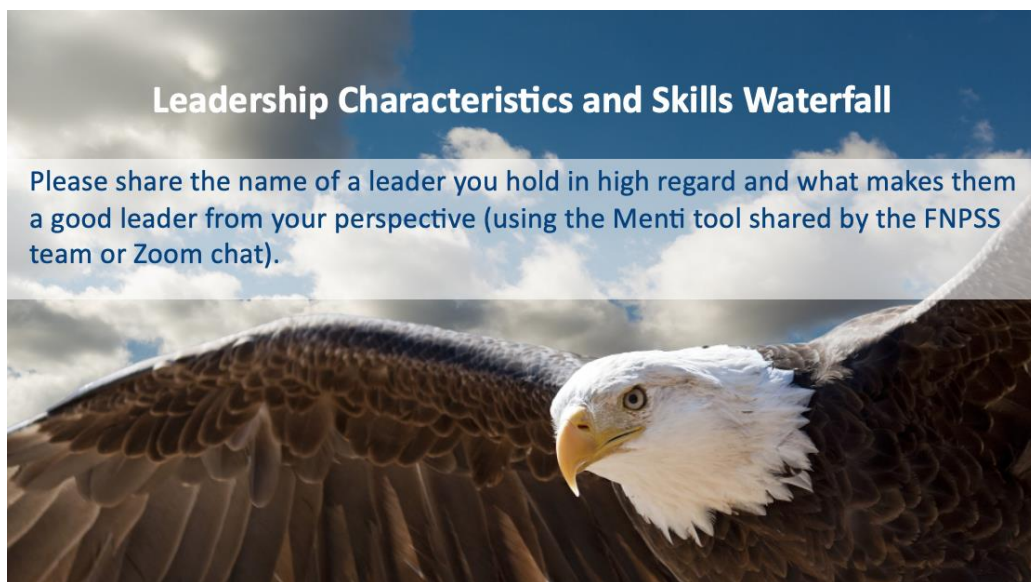
I enjoyed learning more about the differences in election codes and people's personal stories. I appreciate the shared resources from FNPSS as always, I am a fan and I have and will continue to learn so much from you guys. My hands are raised to your organization for continuing to support our first nation communities.

I enjoyed the knowledge received from the presenters and the attendants; the first portion regarding governance systems intrigued me and I will reflect on systems we are currently working with.

I'll add this great information to my treasure chest, and take this to my community in a good way.

So much good information for our Election Office to share with our bands that are trying to create custom codes and update policies to work better.

I enjoyed the session tonight, very informative. The information shared from everyone was great, there was information that can be forwarded to our Chief and Council and any of our management.



Sample engagement slide from Pre-Engagement workshop.