

# Aboriginal Cultural Centre Mentoring Program

Your Organization  
- *Your next steps*

# Overview Agenda

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1. Successful, visionary organizations
  2. What do we know now?
    1. Individual reflection and writing about this workshop
    2. Discussion at table groups
  3. Sharing of discussion in total group
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- The end goal – to take home some ideas to help in your community, and some suggestions for more information that could be helpful

# Successful, Visionary Organizations

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- Book “Built to Last” - Researched organizations that survived through most of the 1900’s, so not based on “fad of the year” management concepts
- Compared organization earnings from 1926 – 1990
  - \$1 invested in stock market in 1926 = \$415 in 1990
  - \$1 invested in comparison, well managed organizations in 1926 = \$915 in 1990
  - \$1 invested in “visionary” organizations in 1926 = \$6356 in 1990
- *“Visionary” was 15 times better than market and 6 times better than “good” organization*

# Current Comparisons

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Vancouver Sun, Saturday, November 12, 2011

- Organizations with “most admired” cultures, outperformed the TSX by 600% over the last 3 years
- So – culture matters

# Visionary Organizations Differences

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- Profit was not the driving force – it was important but not the reason for existing
- All had a vision for the organization that was not negotiable and that economics did not influence
  - A core ideology: values and sense of purpose beyond making money that all believed in and that guided decision making
  - New ventures and projects were tested against the ideology
- Result: greater financial success and greater commitment from staff and stakeholders

# How do you create the ideology?

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- You have it now – underlying, taken for granted assumptions, beliefs, values you have in common
- It only needs to be surfaced, agreed to, and understood
- Start by gathering together:
  - discuss and clarify common vision, values and beliefs about the right way to do things, and the reasons for your organization to exist that are consistent with your values

# Principle of Working together

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- Effectiveness of plan = Quality x Acceptability
- A perfect plan created by an expert will fail if there is no community buy-in
- Involvement and working together the only way to achieve buy-in or commitment

# The Process of Planning Together

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1. Clarify vision, values, objectives
2. Agree on success criteria (short & long term)
3. Agree on how we should work together to achieve the vision
4. Agree on actions and strategies to achieve the vision
5. Understanding and willingness to face the risks together



# Benefits of an Interpretive Cultural Centre

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- Help community understand and share history, values and ideology
  - Can carry into every business venture
- Greater contribution to future financial success of businesses than starting a new business based on good economic feasibility, that is not based on your shared values

# Preparing for Next Steps

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1. Individually complete the worksheet sentences
1. Discuss how each completed the sentences and record (ideally on flipchart)
2. Presentations by table groups on key points discussed and total group discussion