

Leadership training needed

The ultimate success of the Alaska Native Claims Settlement Act depends on the emergence of enough qualified and trained leaders, according to Frank Berry, deputy director of the Alaska Native Human Resource Development Program (Kellogg project).

The rapid growth of profit and non-profit corporations and subsidiaries, on both the village and regional levels, daily increases the demand. The need is not only in terms of quantity, but in terms of specialty and quality also.

"There's a real shortage of Native leaders, not because the talent isn't there, but because it's being overlooked and wasted. Potential leaders are held back and discouraged because they lack the training they need," Berry said. "What's happening now is that a small core of dedicated people are working

very hard at a number of different tasks in an effort to fill the gap. Few programs exist to address the need, especially ones that consider the special cultural values of Native people and the special problems connected with the Land Claims Act."

ANHRDP, recognizing the need, is developing such a program. Under the Alaska Native Leadership Development Program, an effort will be made to find and train potential leaders from within the Native community.

Donna Christie has been hired to contact Native organizations and individuals for information and assistance in implementing the program. She will determine skill needs and seek ideas and endorsement.

Her efforts will be specifically aimed at developing the criteria for selection and training of
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candidates. To be successful, such a program must provide training of high enough quality to ensure employment and advancement within a chosen field.

The training sessions and specifics of the program are still in the process of development. Christie's job will be to seek the aid of the Native organizations in finding their real needs and how best to meet them.

ANHRDP has developed and published a business management curriculum specifically tailored for rural Native business corporations and small businesses. The curriculum consists of four books already in print, and five more to come off the presses soon. They cover aspects of bookkeeping/accounting in one series, and management in the other.

About 60 sets have been sent

to different training organizations, such as rural school districts, profit and non-profit corporations, and universities.

The curriculum took three years to develop, and is designed for use with an instructor. The final books in the series should be off the presses by the end of June. The first year they are in use, ANHRDP will evaluate them and make such changes as seem indicated.