

# Management- Its Functions

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All of the villages in our region have been incorporated as profit corporations. One of the first questions we should ask ourselves is . . . "How does a corporation function?" Many things concerning the corporations have been said and written. Every village has selected individuals to manage their corporations and these persons are the Board of Directors. The responsibilities of this board are to manage the corporation and select people as employees to help run the corporation.

One important resource available to Village Corporations is people. The board has to be very careful in selecting individuals to work for them. History has proven this . . . even in our own culture, that it takes people to get things done.

Management will play its role in the Village Corporations. Just what is Management? Management defined means . . . a group of people working together toward a goal — as a means of getting things done through people. The village board will have to make Management function through sound and careful selection of people.

What are the functions of Management? First is Planning . . . Village Corporations will have to look forward to the future and devise a plan of action to meet it. Planning for the future will be very important to the village. The Act has placed responsibility on the Regional Corporations to help villages plan for the future. Calista Corporation has trained and hired Management Counselors to aid the villages in their development plans. All of the plans will be utilized in order for village corporations to function properly. Mismanagement of the plans will cause failures in the management of the village corporations. If such failures occur, corrective actions should be executed.

The second function of Management is organizing. Organizing. Organizing is the determination of jobs. Villages will certainly take part in the organization of their corporations. Guidelines will have to be established. It will be the village's responsibility to determine what jobs will be available. Job opportunities will be created just by simply determining the structure and placement of jobs.

The third function of Management is staffing. Staffing is the process of selection of people. Examples of such process are the Field Advisors and Management Counselors that Calista has hired to help implement the Act in the Village Corporations. Calista selected and trained these people to aid the villages in Land Selection and Management of monies.

Another function of Management is Communication. This is the process of exchanging ideas with others for results. Many villages certainly have ideas of what their business will be. Ideas are the greatest asset that the villages may have now. Execution of these is the only means of putting them into action. Many of the greatest achievements in the business world was through ideas. The barrier that has prevented putting ideas into action is poor listening . . . and personal differences. Openmindedness is a tool that the Village Board should have in managing any type of corporation.

The Act has placed the responsibility on Calista to see that village corporation funds are spent wisely and properly. We all have to work together if we are to be successful in implementing the ANCSA, PL 92-203. Remember the man saying . . . "A fool may make money, but it takes a wise man to spend it. . ."