

ANF offers 'value-focused management' program

by the Alaska Native Foundation
for the Tundra Times

Public and private American organizations are searching for new meaning. Competing in the global economy now requires working harder and smarter!

Many are concerned that our national obsession with the "bottom line" as the major management tool is selling us all short — short on ethics and integrity, short on values, short of real purpose and direction.

Alaskans must not only deal with this problem, but also with our own shifting economy and unique cultural mix as well.

The need for value-focused management is becoming well recognized. Truly successful missions, goals and objectives can come only from knowing what one stands for — personally and organizationally. What has been missing is a values framework for managing people and organizations.

The Alaska Native Foundation, recognizing these realities as imperatives for action, now offers a comprehensive program for management known as "Human Capital: Values Approach to Management."

The program consists of two parts: involving all employees in identifying and agreeing on a set of core values and helping them operationalize those values throughout their work environment.



This program emphasizes integrity and respect for the values of all cultures, while making no attempt to impose any particular set of values as part of the process. Instead, work teams determine for themselves what they stand for and how they will infuse their own sense of being and purpose into their jobs and organizational culture.

ANF has presented the program to various public and private sector organizations statewide with promising results. Values strategies such as this program are revitalizing tired "management by objectives" approaches with encouraging results.

Employee participation in creating the organizational value climate is producing significant changes in improved customer relations, reduced employee theft, breakage and use of sick leave.

Those who want more information on the ANF Values Approach to Management program may call 258-7452.



Chuna McIntyre, who is from Eek, performs at the Anchorage Museum of History and Art as part of the Alaska Native Dance Performance Series. The series continues this week with the Naa Kahidi Theater.