Leadership Power & Culture
To Transform
Indigenous Health & Wellbeing

He Huliau: A Turning Point – International Indigenous Health Symposium
Thursday, October 13, 2016, 8:30 – 9:00 AM
Session/Topic: Ke Ao Ōiwi – Health Profession and Science Workforce Development
HEALTH PROFESSION & SCIENCE WORKFORCE DEVELOPMENT

Core Elements (4):
1. Goal or Vision
2. Change or Transformation
3. Leadership Power
4. Culture Change
Leaders need to:

• Utilize the gift of human imagination
• Be in a future that does not yet exist.

➢ How do indigenous leaders do this?
(Is there a difference for indigenous people?)
How do indigenous people create a future?

- When we live so close to our past...

The effects of colonization

- Robbed us of our future...
HOW DO WE CHANGE?
WORKFORCE TRANSFORMATION

Key Leadership Components (3):
1. Be a Transformative leader that fosters imagination & nurture creativity
2. Learn and Use Leadership Power
3. Generate new Culture Assumptions
You are or will become Transformative Leaders for Indigenous Peoples.

- Mentors and coaches fostered your imagination & nurture creativity.
- You are innovators of your imaginations and creativity.
- You are and will be developing ways to develop the workforce of health/science professionals for the next 3 generations.
Power is the potential to accomplish your objectives
Influence is the manifestation or use of power
Power is the Tool, Influence is how you use it.

Reference on Power: Wayne Boss
Some sources of power are greater than others:

- Weakest - Positional & Coercion
- Greatest – Referential & Reward
- Limited but Significant – Expertise

Reference on Power: Wayne Boss
10 AXIOMS OF POWER

- Sources of power are interrelated & cumulative.
- Power is historical.
- Power is one way. It is given to you.
- If someone controls something important to you, you give them power.
- Power is fragile.
- Most people abuse power.
- Sharing power with others gives you more power.
- Forgiveness gives you more power.
- Power is best manifested on a one-to-one basis.
- Never use more power than you need to get the job done.

Reference on Power: Wayne Boss
Working Definition of Culture:

- A pattern of shared tacit assumptions
- Learned by a group as it solved its problems of external adaptation and internal integration,
- that worked well enough to be considered valid
- and, therefore, taught to new members as the correct way to perceive, think, and feel in relation to those problems.

Reference: Edgar Schien
How do we address the problem that colonization has robbed us of our future?

You, as the leaders of indigenous peoples, have the influence and kuleana to restore the future to our people because...

Your lives embody our future!
Tasks to Change Culture:

• Solve the problem of workforce development by selecting a historical (or new) pattern that addresses developing a career in health/science while successfully facing the fear of oppression.

• Teach the belief and master the practice so that it is enhances external adaptation and internal integration within your ethnic group.
ANCESTRAL STORIES APPLIED TO THE PRESENT TO ENSURE A FUTURE
### Ancestral Parallels

**Ancestor**
- Ali‘i leader for all he served
- Teacher
- Warrior
- Healer
- Creativity & Innovation
- Envisioned the future
- Worked toward the inevitable

**Medical Student**
- Family & Community leader
- Teacher
- Social/Political Activist
- Working to be a Physician
- Envisioned the future
- Trust your creativity/innovation
- Work toward the inevitable
Leadership Power & Culture To Transform Indigenous Health & Wellbeing

Applied to Health Professional & Science Workforce Development
Core Elements:
1. Goal or Vision
2. Change or Transformation
3. Leadership Power
4. Culture Change
IN THE SESSIONS THAT FOLLOW

KEEP THESE 7 QUESTIONS IN MIND

• What (&How) were Goals developed?
• How does the presenter Envision the future?
• What was the process of transformation?
• How might you apply the forms of Leadership Power and Influence to meet your own objectives?
• Did the presenter use ancestral parallels to develop new culture that may become tacit assumptions?
• What are the tacit assumptions of culture employed?
• What core elements do you still need to develop to be a Transformation Indigenous Leader?
MAHALO NUI
QUESTIONS & DISCUSSION