



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

TO DEVELOP A GOAL & VISION

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?)

COLONIZATION IMPOSED A DIFFERENCE

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

TRANSFORMATIVE LEADERS

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.

LEADERSHIP POWER AND INFLUENCE?

- 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

KINDS OF POWER

- 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

CHANGING CULTURE

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

LEADERS CHANGE CULTURE

*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!

CHANGING CULTURE

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*

HEALTH PROFESSION & SCIENCE WORKFORCE DEVELOPMENT

Core Elements:

1. Goal or Vision
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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