

Employee Retention And Engagement In Indian Country

Traditional techniques to retain employees and engage them in their work often do not work well in Indian Country.

Traditional techniques fail to address the unique nature of working for a sovereign tribal government or a wholly owned tribal enterprise. They fail to address the significant cultural differences in workforces comprised of three distinct populations, namely: enrolled members of a tribe, employees from other tribes, and non-Natives.

This fast paced, information and guidance-rich session reveals how to modify employee retention and engagement techniques to your own tribe's specific needs and desired outcomes.

Participants will learn how to:

- Comprehend the vital need to develop actionable data for each department or of functional group within their tribal government or enterprise
- Identify each element of an employee's life cycle in order to become an employer of choice
- Recognize and utilize cultural differences to initiate retention during the onboarding process
- Employ HR metrics, including dashboards and scorecards, to measure trends and identify problem areas before they become retention nightmares
- Use pulse and employee life cycle surveys to take corrective actions and head off resignations
- Rewrite job descriptions in anticipation of more and more jobs becoming remote or hybrid while balancing employment for enrolled members versus remote workers from outside of the tribe's geographic area
- Provide low cost or no cost benefits and incentives that keep employees loyal and engaged
- Stop cultural clashes that drive non-enrolled Native American and non-Native employees to quit
- Apply the ratio of unemployed to working age members of their tribe as a key to recruiting and retaining an engaged workforce

Workshop Features

Customized Techniques: The seminar focuses on tailoring employee retention and engagement strategies to the specific needs of sovereign tribal governments and tribal enterprises.

Cultural Sensitivity: Recognizes the importance of cultural differences within the workforce, including enrolled tribal members, employees from other tribes, and non-Natives.

Comprehensive Insights: Offers a 90-minute session packed with information and guidance on modifying traditional techniques for better employee retention and engagement outcomes.

Departmental Data Development: Teaches participants how to gather actionable data for each department or functional group within tribal entities, aiding in creating targeted strategies.

Employee Life Cycle Emphasis: Identifies and breaks down different phases of an employee's journey within the organization to foster a culture that becomes an employer of choice.

Cultural Integration from Onboarding: Demonstrates how to leverage cultural differences during the onboarding process to foster employee retention.

HR Metrics Utilization: Instructs on the use of HR metrics, including dashboards and scorecards, to track trends and address retention issues proactively.

Pulse Surveys and Corrective Actions: Explains the use of pulse and employee life cycle surveys to identify issues and take corrective actions before they lead to resignations.

Remote and Hybrid Work Adaptation: Guides in rewriting job descriptions to accommodate the increasing trend of remote or hybrid work arrangements, while balancing employment considerations for tribal members and external workers.

Cost-effective Incentives: Provides strategies for offering low-cost or no-cost benefits and incentives that contribute to employee loyalty and engagement.

Conflict Resolution: Addresses how to prevent cultural clashes that may lead to resignations, particularly among non-enrolled Native American and non-Native employees.

Recruitment Insights: Teaches participants to consider the ratio of unemployed to working-age tribal members as a recruitment and retention factor.

Workshop Benefits

Tailored Solutions: Participants gain insights into creating retention strategies that are aligned with the unique challenges of tribal environments.

Improved Cultural Integration: The seminar fosters a deeper understanding of cultural differences, leading to smoother onboarding and better workforce cohesion.

Strategic Data Usage: Learning how to collect department-specific data helps in creating targeted approaches, increasing the effectiveness of retention efforts.

Enhanced Employer Reputation: Understanding and addressing different employee life cycle stages can position the tribe as an attractive employer within the community.

Proactive Issue Management: Utilizing HR metrics, surveys, and corrective actions mitigates retention challenges before they escalate.

Adaptation to Changing Work Trends: By adapting to remote and hybrid work trends, tribal entities can attract a wider pool of talent while still supporting tribal members.

Cost-effective Engagement: Learning to provide benefits and incentives without significant costs aids in maintaining a motivated workforce.

Reduced Turnover: By addressing cultural clashes and specific needs, tribal organizations can minimize employee turnover rates.

Efficient Recruitment: Applying the unemployed-to-working-age ratio improves recruitment strategies, leading to a more engaged workforce.

Cohesive Workforce: Overall, the seminar contributes to a more cohesive and engaged workforce, benefiting the organization's performance and growth.

Enhanced Leadership: Participants gain leadership skills in managing diverse workforces, facilitating long-term success for tribal entities.

Positive Community Impact: Successful engagement and retention strategies contribute positively to the local community by promoting stable employment opportunities.