



## THE BEGINNING

After many years of planning, thinking, dreaming (including day dreaming), and drifting off to places where I probably shouldn't have went...I am finally able to concentrate on a Newsletter centering around Tribal Organizational and Management issues.

This first edition is devoted to laying the foundation for things that will allow me to utilize my talents with areas of Organizational Management, with an emphasis on Tribal topics.

## WHY DO THIS?

Always a good question to consider when undertaking such a task. First, the answer to this question is, that I want to do it! Second, in all my years of working for and with Tribes, in various capacities, there are limited resources on Tribal Organization and

Management concerns. Third, it is an area that crosses over into the culture of the Indian/Native American individuals, families, communities, and Tribal Organizations. Finally, this might be a way in which to preserve a part of who we are as Indian/Native American people.



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Volume 1*

**DEDICATED TO  
OVERALL HEALTH  
OF THE HEART,  
MIND, BODY, AND  
SOUL FOR  
INDIVIDUALS,  
FAMILIES,  
COMMUNITIES, AND  
TRIBAL  
ORGANIZATIONS**

### In this issue ...

- How did the idea start?
- And then what ...?
- What to expect next.

*James E. Pete, DBA  
Tribal Management  
Consultant*



## HOW DID THIS IDEA START?

It began while attending Northland College, in Ashland, Wisconsin, where I was majoring in Business Administration/Native American Studies. This was a degree designed for individuals who wanted to concentrate on working with Tribes and Tribal Organizations. In the Fall Semester of 1977, I was taking a Business Management Course, where

the instructor was discussing management theories and how they are applied to Businesses or Organizations (as in Corporate America). He indicated that Theory X is when Management assumes employees are inherently lazy and will avoid work, if they can. In Theory Y, Management assumes employees may be ambitious, self-motivated, anxious to accept greater responsibility,

an exercise self-control, self-direction, autonomy, and empowerment. Of course, Theory Z which tends to promote stable employment, high productivity, and high employee morale and satisfaction.

In another lecture in the Business Management Course, the instructor was discussing Maslow's Hierarchy of Needs and once individuals attain satisfaction in one level, they

move on to the next level to take care of their needs.



and trying to relate it to the Tribal World around me, it kept getting difficult to see the relevancy in how this might apply to the Tribal Organization. I thought of the Elders and other influential individuals who would share some very wise advice, for consideration. I thought of the Wenaboozhoo stories and how his foolishness taught lessons to the Anishinabe people on life, survival skills, and

explaining why the world was like the way it was.

I thought of my friend and respected Elder, Delores Bainbridge, who shared a story from Red Cliff that happened many many years ago. A certain family caused harm to another family, whose family member passed away. One of the Elders said "Mah no, Mah no, da-nugish-kaw-nah-wah Gay ween-i-wah." Meaning, "Let them for they will meet themselves." Then sometime later, the family who was "acting smart" experienced a tragedy, and the Elder said, "Na me-nom-gom, da-nugish-kaw-nah-wah Gay ween-i-wah." Meaning, "See, today they have met themselves."

From what I can remember, this was the beginning of a journey into understanding how we as Anishinabe people, function in a modern day society, while continuing to be influenced by our culture, traditions, and beliefs. For me, this journey includes deaths of family, relatives, and friends. This journey includes marriage, children, divorce,

coming to terms with alcoholism, and various types of abuse. This journey includes the continued learning to live in recovery and coming to terms with issues that have greatly affected my life. The journey includes working for a number of Tribes, Tribal Organizations, the Bureau of Indian Affairs, the Indian Health Service, the Great Lakes Inter-Tribal Council, and being an independent Tribal Management Consultant. This journey includes finishing my education with a Bachelor's, Master's, and Doctorate degrees. And finally, this journey includes my personal manner in which I rely on my Native Spirituality in order to live with my recovery, learning and practicing the traditions and customs, trying to treat people with respect, and having an open heart, mind, body, and soul.

## AND THEN WHAT?

In trying to lay the foundation, I felt I had to give some background on how this whole idea was born. It took approximately 30 years to get the point of developing **GUYAUSHK'S NEWS**. Sitting in the Business Management Class in 1977 was the beginning of this journey that led to my Doctoral Project, entitled, **"NATIVE AMERICAN/INDIAN TRIBAL**

**ORGANIZATION AND LEADERSHIP: UNDERSTANDING THE PAST, LIVING IN THE PRESENT, DESIGNING THE FUTURE FOR TRIBAL ORGANIZATIONS AND LEADERSHIP,"** which concentrates on the encouragement of integration of traditional beliefs and philosophies into the Tribal Organization.



# WHAT TO EXPECT NEXT....

Again, while the development of articles will be related to the Tribal Organization, the articles will include the impact on Tribal individuals, Tribal families, and Tribal Communities. This is after studying, observing, actual experience, and hearing how we cannot (for most of the time) separate ourselves from our Tribal Organization. Maybe an easier way to state it is... "it is in our blood."

Again, Mii-Gwitch (thank you) for allowing me to share my thoughts on a topic, which I believe, is crucial and vital on Tribal Organizations and how it impacts the survival of our Tribal individuals, Tribal families, and Tribal Communities. As I look to

the future of this media avenue, I would appreciate any input from readers on topics to discuss.

Finally, I am making the following promise. While I have my own perceptions of Tribal Politics, (especially about the Red Cliff Band of Lake Superior Chippewa Indians, where I am enrolled),

*"Be good to the Old People, for you never know when you will need help."*

I will not utilize "GUYAUSHK'S NEWS" as a way in which to express those, either positive or negative. If I did, it would completely and

totally defeat my purpose of trying to help people understand and look at the enormous opportunities out there, for designing the best Tribal Organization that serves our people, in a culturally appropriate and sensitive manner.

In closing, I want to share some advice my mother (Elma Morris Livingston Peterson) would tell me, time and time again...."Be good to the Old People, for you never know when you will need help." I've revised that over the years to help me, in my spirituality and recovery, to "Be good to People, for you never know when you will need help."

Gee ga wa ba min, na-gutch! I will see you, later!



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The advertisement features a blue background. At the top, the text "For your web and print needs" is written in white. Below this, a large, detailed image of a silver blimp is shown, with the name "Krystofer Eryk" written on its side. To the right of the blimp, a woman in a white shirt and blue shorts is skydiving, suspended by ropes. At the bottom of the advertisement, the text "web design", "graphic design", and "multimedia applications" is listed in white. Below this, the website address "www.KrystoferEryk.com" is displayed in a large, white, sans-serif font.

# Our Organization ...

The services provided through Guyaushk and Associates relate to organizational management issues. This can be completed through conducting an analysis of the organization, team building, grant or program development, diversity in the organizational setting, topics related to personal and professional changes, short-term, and strategic planning. Dr. Pete believes in the encouragement at all levels to create an atmosphere of cooperation, collaboration, and once in a while... "COLORING OUTSIDE THE LINES."



Guyaushk and Associates, is a firm that concentrates on a

variety of Tribal management issues, organizational assessments, training and technical assistance services. Dr. Pete also offers services to organizations/individuals in the facilitation of creating a plan to address change, team building, personal healing, overall assessment, program development, and creating an atmosphere of cooperation and collaboration.

## About Dr. Pete ...

Dr. James E. Pete has a Bachelors degree in Business Administration, Masters degree in Organizational Management, and a Doctorate in Business Administration.

Dr. Pete's Doctoral Project, entitled "*NATIVE AMERICAN/INDIAN TRIBAL ORGANIZATION AND LEADERSHIP: UNDERSTANDING THE PAST, LIVING IN THE*

*PRESENT, DESIGNING THE FUTURE FOR TRIBAL ORGANIZATIONS AND LEADERSHIP,"* concentrates on the encouragement of integration of traditional beliefs and philosophies into the Tribal Organization. Dr. Pete, whose Anishinabe name is Guyaushk (Seagull) is a member of the Red Cliff Band of Lake Superior Chippewa Indians of Wisconsin, is from the Eagle Clan, has two sons, and seven grandchildren.



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**PLEASE FEEL FREE TO CONTACT ME AT:  
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**EMAIL - GUYAUSHK@AOL.COM  
VISIT MY WESITE AT - HTTP://WWW.GUYAUSHK.COM**