



#### Our Vision



The Huu-ay-aht envision a strong, self-governing and self-reliant Nation. Iisaak will guide us as we work together to foster a safe, healthy and sustainable community where our culture, language, spirituality and economy flourish for



### Demographics



Population ~730

Dispersion

On-TSL 15%

Off-TSL 85%

**Population Centers** 

Anacla & Port Alberni

Vancouver Island Area

Lower Mainland Area

www.huuayaht.org



# Regarding Momentum

From Ratification to Implementation



## Huu-ay-aht Reunion

ANCIENT SPIRIT, MODERN MIND





# Huu-ay-aht Reunion

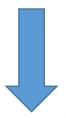
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#### Treaty Ratification

#### High Activity & Emotion



**Cathartic Resolution** 

- 1. Change in Energy Levels
- 2. Strategic Focus Shifts
- 3. Managing Expectations



# **Energy Levels**

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#### "The War Room"

Huu-ay-aht utilized a War Room Mentality when it came to Treaty Ratification.

- Close-Knit Team with High Motivation
- Central Command Structure
- Focused and Directed Energy
- High Burn Rate for All Resources

Highly effective approach to meeting the specific challenges of ratification...~90% voted in favour.



### Shift in Strategic Focus



Essentially, the war was won. And now, work to be done...

"Get it done" became "Get it right."

"What could be" necessarily had to become "what would be."



### High Expectations





The focused nature of ratification efforts made for a distinct rise in the expectations of our people for the future. It provided for a high level of hope and enthusiasm for the future. But also set the bar very high and set the timelines very tight for implementation...



#### Slow Delivery

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Drafting and adopting laws is one thing, but implementing them and watching what results is very frustrating for all involved.

Resourcing became a big issue, both human and monetary resources became scarce.





# Manage Expectations!





### For Your People

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Communication Frequency

Timetables for Concrete Changes

Progress on Direct-**Effect Initiatives** 



#### And Your Government

Self-Government is slow, messy and complicated.

Administrative
Progress is linked to
several factors all
linked to resourcing.





### Shifting Approaches

#### Ratification

- 1. Centralized
- 2. Close-Knit Team
- 3. Focused Energy
- 4. High Burn Rate
- 5. Doctrine of Flexibility
- 6. Narrative of Conflict

#### **Implementation**

- 1. Decentralized
- 2. Expanded Team(s)
- 3. Multi-Tasking
- 4. Budget Limits
- 5. Doctrine of Accountability
- 6. Narrative of Discourse



# Klecko, klecko!

Thank you, thank you!