



LEADERSHIP DEVELOPMENT

STATEMENT OF QUALIFICATIONS, DUNS: 127624083

OSIYO Communications, LLC (OSIYO Group or OSIYO) provides the following Statement of Qualifications.

COMPANY OVERVIEW

An American Indian, women-owned professional services firm, **OSIYO Group helps organizations adapt, grow, and prosper.** Our practice areas foster organizational improvements to add stakeholder value through strategic thinking, self-reliant direction, and sustainable operations. OSIYO started Council House Institute in 2007 and has successfully executed contracts with tribal governments, federal agencies, Native-owned enterprises, and national Indian organizations. We have a proven track record of customer satisfaction, highest quality results, and meeting agreed-upon performance schedules and budgets. Our team has substantial skill sets and the following small and Indian-owned business distinctions:

- ✓ Principals are citizens of Cherokee Nation and certified by Cherokee Nation T.E.R.O.
- ✓ Member of the Dallas/Fort Worth Minority Supplier Development Council
- ✓ A State of Texas, LLC
- ✓ Certified by the State of Texas as a Hub-zone
- ✓ Operating offices in Alaska, Maryland, Oklahoma, and Texas

LEADERSHIP COURSEWORK & CERTIFICATION SERIES

People are the key differentiator in any organization and must continually grow and develop. CHI courses can be taken through regularly scheduled sessions or at a client worksite. Individuals who complete the 6 CHI courses are certified in *Uncommon Leadership*© and become CHI members.

1. **Strengths Based Leadership – talent awareness, blind spots & engagement** - People have multiple times more potential for individual growth when they invest energy in developing their strengths instead of just correcting their deficiencies. Our foundational leadership course identifies and maximizes individual talents. Based on 30+ years of research by Gallup, an assessment tool is used to identify 5 individual core talents. Class discussion helps individuals gain insights into their personal talents and the talents of others in order to identify areas where the greatest potential for building strengths exists.
2. **Dealing with People – interpersonal savvy & behavior characteristics consciousness** - A leader's awareness of his or her own personality style is critical to motivate, communicate, and interact productively with others. We use an effective assessment tool to identify leaders' preferred styles for interacting: Driver, Expressive, Amiable, and Analytical. This practical and insightful session equips leaders with increased skills for effective communication, flexibility, and the building blocks for successful team development.



3. **Thought Leadership – tools & systems for innovative & diverse thinking** - Leaders must build an environment that promotes innovative ideas, diverse thinking, and freedom to state professional opinions. This course focuses on the fundamentals of managing agreement by avoiding “group think,” maximizing meeting time through better organization, and encouraging parallel thinking to work through difficult decisions, and build group consensus.
4. **Leading with Purpose – 4 domains of leadership, strategy & authentic presence** - The key elements of purposeful leadership include building teams with a balance of strengths, setting long-term direction, and authentically leading with confident presence and communication. This session discusses Gallup’s 4 domains of leadership, shares a process for visioning and strategic planning, and gives participants practical steps and advice for developing key messages and communicating competently and confidently.
5. **Leading Transformation – manage change & empower talent** - How leaders respond to change is a key factor in organizational success. This workshop provides leaders with the skills to anticipate change and prepare themselves and their senior staff for change. Leading Transformation focuses on the “big picture” ... what is our organization trying to accomplish and how can we contribute to this transformation effort?
6. **Leadership That Lasts - resolving conflict & developing people** - A leader’s ability to resolve conflict in a productive manner builds a supportive and respectful work environment. Participants practice the skills for resolving conflict, such as, considering alternative ideas and behaviors, listening and dialogue skills, and embracing the concept of win/win. Applying conflict resolution skills and tools, managers are empowered to provide difficult feedback, set objectives, and motivate employees.

The above courses are offered in the certification series.

TAILORED SKILL DEVELOPMENT COURSES TO FIT LEADERS’ SPECIFIC NEEDS

1. Good Governance - disciplines, structure, roles and responsibility

Discover the disciplines of excellent governance and what it means for boards to be healthy. Discuss issues that halt board performance: level of trust and candor, clarity of roles, relationship dynamics, and the importance of minimizing personal interests in service to the greater interests of shareholders. Learn the basic organizational structure to maximize communication, empower authority, and hold one another accountable.

2. Finance for Board of Directors and non-Financial Managers - YOU are responsible

A major responsibility of directors and non-financial business managers is to understand the financial situation of the company, where key risks are lurking, and what key measurements will provide a significant understanding of the bigger picture regarding organizational productivity and health. All leaders have a responsibility to verify information and to use it appropriately for strategic decision making.

3. Communicating 4 Success - self & team awareness for holding winning conversations



How do people and teams appreciate their differences, yet continue to talk and collaborate until reaching a mutually agreeable outcome? Learn to hold difficult conversations by improving your individual and team skills to surface ideas, raise important issues, and have respectful dialogue even when the situation may be highly charged or uncomfortable.

4. **Negotiating With Skill - lose conflict and win agreeable resolutions**

When the stakes are high, emotions strong, and opinions vary, how can a resolution be reached? Learn the practices of master negotiators. The paths to a successful negotiation are not always the same. Know the essential elements of negotiating and how to prepare your strategy and adapt the process like a pro.

Council House Institute's Executive Development Team

- **Ronetta “Roni” Briggs**, co-founder of OSIYO & CHI, is a specialist in change management, executive coaching, and executive development, with over 25 years of experience in a number of disciplines and industries. She is a thinking partner to many leaders at the C-level. She is a citizen of Cherokee Nation and **graduate of Oklahoma State University**.
- **Leigh A. McGee, M.B.A.**, co-founder of OSIYO & CHI, is a specialist in strengths-based assessment, team organization, board development, and executive advisement. She recently completed a 10-year federal appointment to the U.S. Census Bureau's advisory on the American Indian and Alaska Native populations. A citizen of Cherokee Nation, she holds an **M.B.A. from Wilmington University**, New Castle, DE, graduating with high honors; and a **B.S. from Northeastern State University**, Tahlequah, OK.
- **Clayton Faubion, Ph.D., CRC**, associate professor at the University of Maryland Eastern Shore, teaches Leadership Theory and Practice, Diagnosing Organizations, and Qualitative Inquiry and Research Design. He received his **Ph.D** from the **University of Arkansas**, Fayetteville, AR; **M.Ed.** from **Texas State University**, San Marcos, TX; and **B.A. from the University of Texas**, Austin, TX.
- **Jamie L. Geneva, M.Ed.** has over 25 years of experience as a training facilitator, curriculum designer, and technical writer. Geneva received her **M.Ed. in School Administration** and **B.S. in Education from Northeastern State University**, Tahlequah, OK.
- **Kathy Tokerud** is **President of Human Dynamics, Inc.**, a 30-year Dallas-based organizational effectiveness consulting firm to Fortune 500 companies, such as, Marriott Corporation, Southwest Airlines, and Diageo; and small entrepreneurial firms, such as OSIYO and The Hanke Group. Her message: Leverage your greatest asset -- people. Kathy has a **B.A. from Texas State University**, San Marcos, TX.

For more information, please contact us.