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Pride Perseverance Possibilities



GDI Communicator

The GDI Communicator is an internal newsletter intended to increase communication between management and staff of the Gabriel Dumont Institute of Native Studies and Applied Research

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What Qualities Make a Great Employee?

By Jim Edmondson

The first thing that makes an employee great is that they are always dependable. Great employees do the job they are supposed to do every time, and no one has to worry that they don't deliver the goods. A great employee can be counted on to always have their work done right, when it is supposed to be done - it is a foregone conclusion that they will, and no one else has to spend any time worrying about it.

The second thing a great employee has is good working skills. It may sound obvious, but great employees have the abilities needed to do their job, and they constantly seek ways to improve, like going to training seminars or seeking further education. Great workers have great skills.

The third thing to look for in a great employee is that they are a team player. A great employee isn't one who is constantly looking for attention or hogs the spotlight. Instead, a great employee works with everyone else to make sure that the things that need to get done do get done, for the good of the company.

Fourth, great employees know how to take criticism, direction and advice gracefully and make it work for them when doing their job.

Fifthly, a great employee can be trusted. They don't spread

office gossip and they don't dish company dirt. Likewise, they always tell the truth to their employer, even if it lands them in hot water.

The sixth sign of greatness in employees is linked to the fourth - a great employee always guards the confidential nature of their business dealings and protects everyone's privacy.

The seventh thing that makes an employee great is that they participate in the day to day life of the office. They don't bow out of meetings or skip the office birthday celebrations. These things may not always be a fun part of working life, and those involved know that everyone else might have some place they would rather be - but a great employee wouldn't miss them.

In eighth place comes the fact that a great employee gets along with other employees. Many workplaces have at least one person that is in everyone else's business and talks too loud on the phone and generally stirs things up and gets under everyone's skin. This kind of employee zaps office morale - a great employee is a good co-worker to everyone.

Another quality of employee greatness is tact and

decorum. If there is a problem in the office, a great employee doesn't make a scene in front of everyone else. Rather, the employee deals with such issues with privacy and diplomacy. Further, a great employee doesn't tell tasteless, political or religious jokes, nor do they send emails that tell these kinds of jokes.

Last but not least, a great employee has a great attitude. Bad attitudes have negative impact at the workplace. A great employee helps make work great for everyone else by having a good spirit about their job.

Saskatchewan's economy continues to be one of the best in North America and many employers are still looking to recruit and hire. The obstacle to doing so is often not lack of applicants as some would have you believe, nor is it always a lack of job-specific or industry-specific skills. Rather, it is a more fundamental problem. Most of the candidates whose applications are received lack the basic character traits that are required to become a successful employee. Some of the traits and characteristics that employers look for in a good employee are discussed below.

Initiative

Initiative is the act of creating opportunity, and not waiting for it to fall into your lap.

Continued on Page 4.



Lori Pritchard Exemplifies the SUNTEP Way

By James Oloo

Teacher, mentor, messenger, leader, adviser and principal. Lori A. Pritchard, Supervisor of Learning Services at the Calgary Board of Education, has been all these to hundreds in the Saskatchewan and Alberta education communities since she graduated from SUNTEP. I recently chatted with Lori about her career journey and how SUNTEP prepared her to be where she is today.

leaders in Aboriginal education.” She continues, “SUNTEP believed in me at a time when I didn’t believe in myself. I never thought that university was an option for me ... SUNTEP nurtured my identity as an Aboriginal person, and gave me the courage to seek out what I did not know, all of which set me on a path of lifelong learning and an enduring commitment to my community.”

After graduating from SUNTEP, Lori accepted teaching positions at on-reserve schools at Kinistin Saulteaux Nation and Whitecap Dakota First Nation in Saskatchewan. Between 1998 and 2001, she was the principal of the Whitecap-Dakota Elementary School.

Lori moved to Calgary in 2001 to work for the Calgary Board of Education where she has been a Learning Specialist, System Assistant Principal, and Elementary School Principal (at Piitoayis Family School). Most recently, she has been appointed to a Supervisor position with Learning Services where she is providing district-wide leadership on Aboriginal education (including the creation of an Aboriginal Learning Centre focused on early learning - ages 3-8 year olds) and collective action; Encore - helping young people who have left school to return; and All in For Youth - a community partnership initiative focused on keeping youth in school and linking youth to post-secondary and career pathways.

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Lori Pritchard
Photo courtesy of
L. A. Prichard



Lori is a Métis educator from Saskatoon. She earned her Bachelor of Education degree from SUNTEP Saskatoon in 1994. Of SUNTEP she says that she liked the “community based learning approach that focuses not only on training people to become effective teachers, but also advocates for children and families, and

Success Story: Samantha Dearing, BComm

By Sheena Yew and James Oloo

Samantha Dearing is the Logistics Coordinator at ERCO Worldwide in Saskatoon. She graduated this summer with a Bachelor of Commerce degree from the Edwards School of Business University of Saskatchewan. Samantha recently shared her story of success with us.

Samantha has family members who are graduates of the SUNTEP program and has always known about GDI. However, it was not until her final year of university that she became eligible to apply for funding from GDI Training and Employment.

Ever since she was a child, Samantha knew that she wanted to “go to university and study business.” Coming from a small town, she hoped to get into a program that would open

opportunities for her beyond rural Saskatchewan. Because of her love for math and statistics, as well as planning, scheduling, and organization, operations management major was a fitting choice.

She was hired the day after she wrote her last final in June and says that the business modules she studied and theoretical knowledge she acquired at the Edwards School have been helpful in her work. Her daily assignments include monitoring and analyzing production, sales, railcars, and customer satisfaction.

Samantha says she enjoys the problem solving aspect of her job that involves “crunching numbers and making things run efficiently.” Her future career goal is to

get a professional designation in supply chain management and to gain as much skills in the industry as possible.

Her advice to others is to “Always work hard. You may be down and doubt yourself, but keep your eyes on the prize.”

Samantha says that for many students, “finance is always a big source of stress that can impact one’s performance.” She adds, “GDI took a lot of stress off of me, both financial and otherwise. It is great to have backing of someone who is knowledgeable to help you through challenges. That is what GDI did for me through my employment counsellor Sheena Yew and scholarships – GDI-SaskTel Métis scholarship and GDI-SaskEnergy scholarship.”

GDI Publishing Director
Karon Shmon.

GDI has an impressive collection of Métis art and a friendly and knowledgeable staff
Photo by Peter Beszterda



Samantha Dearing
Photo by James Oloo



Cancer: Some Helpful Hints to Lower Your Risk

By Jim Edmondson

October is breast cancer awareness month. Many of us have, in some way, been touched by cancer. Perhaps a family member; friend, neighbour, or co-worker has likely been diagnosed or is battling it. On a personal note, cancer has taken a large toll on my family, taking four members in the past 15 years.

The prevalence of cancer, of all kinds, has been steadily on the rise for the past number of years. According to the Canadian Cancer Society, there will be 191,300 new cases of cancer and 76,600 cancer-related deaths in Canada in 2014. (The number of estimated new cases does not include 76,100 new non-melanoma skin cancer cases.)

While the number of newly diagnosed cancer cases in Canada is growing, survival rates are also increasing. For example, in 2009, about 810,045 Canadians who had been diagnosed with cancer in the previous 10 years were still alive. This represents about 2.4% of the

Canadian population or 1 out of every 41 Canadians. The Canadian Cancer Society recommends the following to help reduce the risk of cancer:

Watch your body weight: Cancers of the uterus, gallbladder, kidney, stomach, and colon have been associated with obesity.

Vary your daily diet: Eat in moderation with a wide variety of food choices that include whole grain cereals and legumes (high dietary fiber).

Eat at least five to nine servings of fruits and vegetables per day: A good rule of thumb is to eat at least three different colors of fruits and vegetables each day.

Minimize your daily fat intake: Ideally, 25 to 30 grams of fat are enough. However, fat-restricted diets are not recommended for young children.

If you smoke, STOP: If you are around someone who smokes, get away. People who quit smoking, regardless of age, live longer than those who continue to smoke. Smoking is

the most preventable cause of cancer-related deaths in our society.

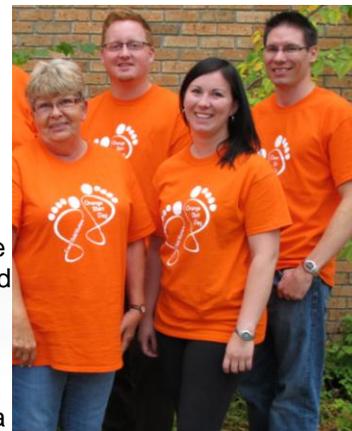
Limit your alcohol consumption: High alcohol use is associated with an increased risk of esophageal, liver, and oropharyngeal cancers.

Limit salt/sodium intake: your consumption of salt. There is a positive correlation between high dietary sodium intake and stomach and esophageal cancers. High salt intake may also lead to increase blood pressure, diabetes, and kidney diseases.

Take vitamin D supplements (1000 IU-2000 IU daily): Low levels of vitamin D have been associated with heightened risk of breast, colon and pancreatic cancer.

Also, sticking with a regular exercise program (two to three times a week) may help reduce your risk of cancer. Do what your Mom always said: "Eat your vegetables" -- and plenty of them!

For more information on fight against cancer, please visit <http://www.cancer.ca>



Orange T-Shirt Day at GDI Publishing, September 30
L-R: Betty Perkins, Ryan Nordmarken, Bonnie Hryciuk and David Morin



Amaranta Sokol-Como, Norman Fleury, Karon Shmon, Darren Prefontaine
Photo courtesy of Karon Shmon

Summer Student Program Success Story

By Kerri McKay

Gabriel Dumont Institute Training and Employment partnered with the Morin Lake Regional Park in 2011 to offer employment experience to Métis clients under the Institute's Summer Student Program.

This year, two clients - Tyler Couture and Amanda LePage - worked at the Morin Lake Regional Park. Tyler is 17 years old and is in his final year at Debden High School

while Amanda is in Grade 11 at St. Mary's High School. Tyler learned about the summer program from the local GDI Training and Employment center. Amanda found out about the program through her sister who previously worked at the Morin Lake Regional Park through this same partnership with GDI Training and Employment.

Both were able to gain marketable skills including

customer service, cash experience, grounds keeping, and office management.

They expressed their appreciation to the Gabriel Dumont Institute for the opportunity and indicated their intention to apply again next summer. The partnership is an excellent opportunity for community engagement and giving the small towns a chance to create summer employment opportunities for Métis students.



Colleen Prosser, Amanda LePage and Tyler Couture
Photo by Kerri McKay



DTI 2014-2015 School Year Off To a Great Start

By Claudette Moran



DTI Prince Albert ABE Students sharing a drink: Katelin Dagg, Catelain Fiddler, Darian Morin, Kris Schwartz, and Crystal Bloomfield

A receipt for 50 cents worth of gas!! A picture of a team member beside an emergency vehicle (extra points if you are in the vehicle)! A picture of the team sharing one soda (using separate straws)! With 60 learners starting the Adult Basic Education (ABE) program in Prince Albert, what else could be more welcoming and fun than a scavenger hunt during orientation week? Other activities held during the first week of school for our ABE and Skills Training clients included BBQs and trips to Batoche.



DTI ABE Prince Albert student Renitta Roy enjoying a ride In a Police patrol car Photos by David Rubyk

This year, Dumont Technical Institute has over 100 students participating in the Level 4 ABE (Grade 12) program. This means 100 potential graduates who would have otherwise not earned their high school diploma – hence be at a disadvantage when it comes to

having skills and knowledge needed in the labour market or to pursue postsecondary education. It also means that there are possible 100 candidates for Gabriel Dumont Institute programs such as the SUNTEP, Practical Nursing, the Gabriel Dumont College's arts and science programs.

New to our ABE family this year is a Level 3 Program being offered in Green Lake and Pinehouse Lake, and Level 4 Program in Regina. Due to high community need, DTI is offering two Adult 12 Programs in Prince Albert – the first time ever that there has been double cohort entrance. ABE programming at La Loche, Saskatoon, Île-à-la-Crosse, and Lloydminster ESWP are going on as usual.

The skills training programming offered this year

include practical nursing in Regina, Prince Albert, and Saskatoon; heavy equipment truck & transport in Prince Albert and Moose Jaw; office education in Regina; continuing care aide in Meadow Lake, and numerous multi-sector safety programs across the province.

We welcome all the students as the new school year begins. We would also like to thank all the new students for choosing Dumont Technical Institute and wish you all the best. Always remember that we are here to serve so if any of the students have a question or need someone to talk to, do not hesitate to contact us. Every year, every program, and every graduation brings the Institute closer to fulfilling DTI's mandate of "Helping to Build Brighter Futures" for the Métis people of Saskatchewan. 🌐

Qualities of a Great Employee ... *continued from Page 1*

Success does not just happen, it is made. It is made when a savvy faculty member or counsellor listens carefully to a student or client's needs and suggests the perfect solution to help meet that need. If a candidate applies to the Institute and cannot even take the time to explain to us in complete sentences why they would be an asset to us, it's unlikely that they will be able to provide the superior level of service that our clients and community are entitled to. The best predictor of future performance is past performance.

Energy

Great employees bring high energy and enthusiasm to their work. A job candidate who doesn't speak clearly, gives one word answers, looks down

instead of maintaining eye contact, or who communicates in monotone, will not be able to get our clientele excited about their future and what the Institute can provide.

Curiosity

This quality is what separates star employees from adequate ones. Employees can take the initiative to sniff out an opportunity, have the hustle to put themselves in the right place at the right time, and work with enormous energy, but they will only be an average player if they don't bring a healthy dose of curiosity to their job. A curious instructor or counsellor, for example, does not just suggest solutions to a problem a client describes, they actively listen for both expressed needs and silent subtext, which may indicate

additional unexpressed and unmet needs, and they ask questions to learn more about both. If a potential employee comes to an interview and asks no questions about the Institute, or has done no research on who we are or what the Institute does, they will likely not be able to muster the curiosity needed to help our client/students take their future to the next level.

It has been said that, hiring is a lot like beginning a romantic relationship: a first interview is akin to a first date, and should exemplify the best of what a new relationship can offer; there are things I can compromise on, and things I can't. Initiative, energy and curiosity are non-negotiable traits. 🌐



GDI Board Vice Chair Glenn Laffleur (L) and Geordy McCaffrey Photo by James Oloo



Lori Pritchard ... Continued from Page 2

In 2009, Lori received her Master of Education degree from the University of New England in Australia. She is currently working on her Human Resources Management Certificate at the University of Calgary.

Lori has received numerous awards and recognitions for her teaching and educational leadership. These include Canada's Outstanding Principal Award, 2013; Métis Leadership Award (Métis Nation of Alberta, 2013); First Nations, Métis & Inuit Education Award (Courage Category) Alberta Northwest Regional Learning Consortium, 2012; and Dr. Joseph Crowshoe Award – Aboriginal Education, the University of Calgary, 2006. Lori would like to thank

community for support and the opportunity to be the best teacher she can be. "Education," as Nelson Mandela once said, "is the most powerful weapon we can use to change the world." And Métis focused SUNTEP teacher education not only empowers Métis teachers to change their own worlds as individuals, but also prepares them – as it did Lori – to be the student in Australia and award winning teacher in Canada where she is playing a leadership role in one of the largest school districts in Western Canada and impacting lives of numerous Aboriginal students.

One of the many remarkable achievements of the Métis people of Saskatchewan over the past three decades

was the birth of the idea of a Métis training and educational institution. Aristotle wrote that "The roots of education are bitter, but the fruit is sweet." In 1980, SUNTEP opened its doors to the first cohort of Métis students. That year, there were eight Aboriginal teachers in Saskatchewan – a province that has always had a large proportion of Métis and First Nations students. Today, SUNTEP has graduated over 1,100 Aboriginal teachers who have acquired unique and crucial grounding in knowledge and skills that incorporates Métis and First Nations perspectives and prepare the graduates to be the best educators wherever they go. Over 10% of all SUNTEP grads have earned graduate credentials including masters degrees and PhDs. 🌐



Rhonda Pilon, Ray Field, Tracy LaPrise, and Lukas Nicolas At the May 2014 GDSF Golf Tourney
Photo by James Oloo



GDI Training & Employment Program Coordinator Sylvia Moss at the HEO-A1 grad, August 2014
Photo by Dwayne Docken

Payroll Cutoff Calendar, October 2014

By Carmala Thiessen and Veronica Verzonowski

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1	2	3	4
				Accounts Payable Cheque Run	Student Payday Cutoff @ 4:30 for A/c Payable Invoices	
5	6	7	8	9	10	11
	Cutoff @ 4:30 for Oct 17 Student Payroll		Cutoff @ 4:30 for TMS & Payroll Revisions for Oct 15 Payday	Accounts Payable Cheque Run	Cutoff @ 4:30 for A/c Payable Invoices	
12	13	14	15	16	17	18
	Thanksgiving Day Stat Holiday	Cutoff @ 3:00 for Stop Payments on Student Oct 17 Direct Deposits	Staff Payday	Accounts Payable Cheque Run	Student Payday Cutoff @ 4:30 for A/c Payable Invoices	
19	20	21	22	23	24	25
	Cutoff @ 4:30 for Oct 31 Student Payroll			Accounts Payable Cheque Run	Cutoff @ 4:30 for A/c Payable Invoices	
26	27	28	29	30	31	
	Cutoff @ 4:30 for TMS & Payroll Revisions for Oct 31 Payday	Cutoff @ 3:00 for Stop Payments on Student Oct 31 Direct Deposits		Accounts Payable Cheque Run	Staff Payday Cutoff @ 4:30 for A/c Payable Invoices Student Payday	

Employee contracts due prior to payroll cutoff date.



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www.gdins.org

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can be obtained at:

[www.metismuseum.ca/browse/
index.php/833](http://www.metismuseum.ca/browse/index.php/833)

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GDI Mission:

To promote the renewal and the development of Métis culture through research, materials development, collection and the distribution of those materials and the development and delivery of Métis-specific educational programs and services.



GABRIEL DUMONT INSTITUTE
of Native Studies and Applied Research