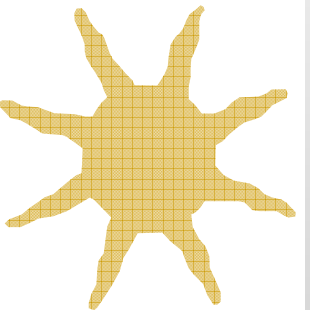
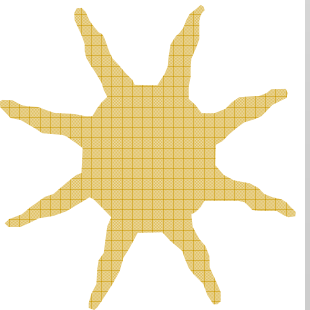


Managing Through Change Symposium

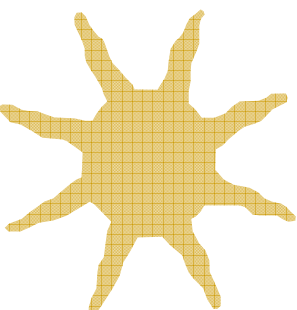


Presentation to the
Saskatchewan Economic
Developers Association

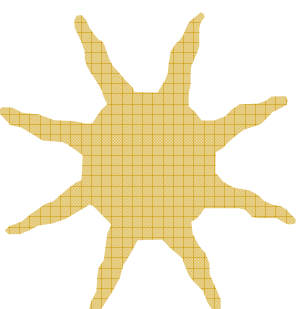




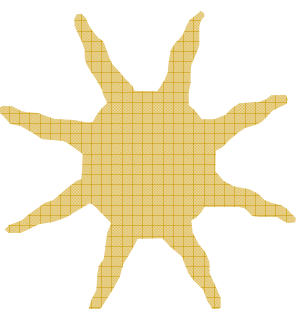
Presentation Overview



★ PART ONE: Profile of Saskatchewan Indian Nations

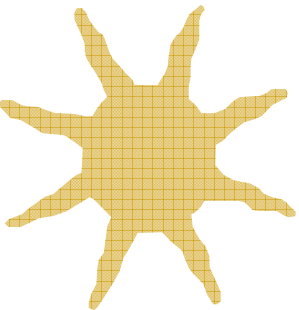
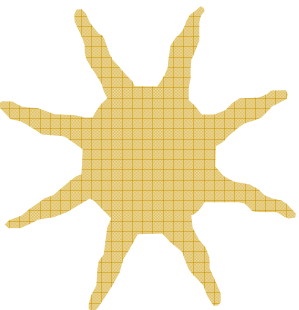
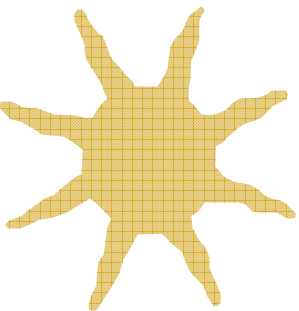


★ PART TWO: Secrets of First Nations Business Success





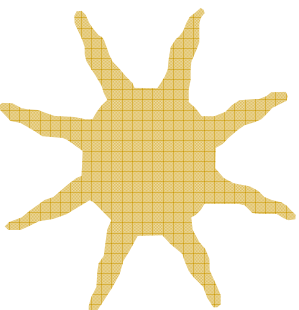
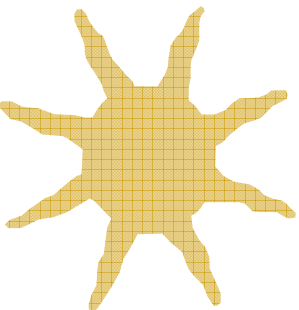
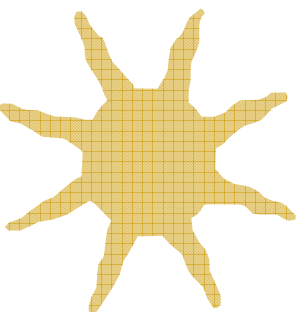
Saskatchewan Indian Nations



- ★ 72 First Nations in Saskatchewan
- ★ Total Population of 119,912
- ★ 49 percent live on-reserve
- ★ Majority of First Nations people living off reserve reside in major urban centers, such as Regina, Saskatoon and Prince Albert
- ★ Prince Albert has the highest percentage of First Nations population of any City in Canada



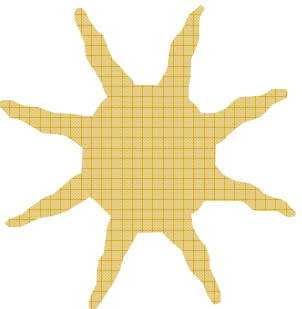
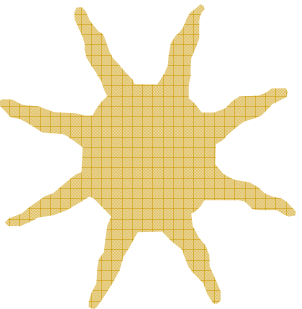
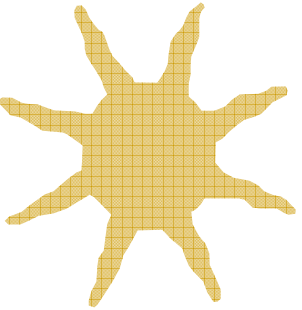
First Nation Profile



- ★ Located in Rural or Remote Saskatchewan
- ★ Average Total Population of 1,650 members
- ★ 50% - 825 Members live on-reserve
- ★ 50% of the Population below 20 years of age
- ★ Average Annual First Nations Budget \$6,000,000
- ★ Education (K- Post Secondary), Social Development, Housing, Infrastructure, Fire Protection, Health Services, Employment Training, Sports, Recreation & Culture Activities, and Economic Development



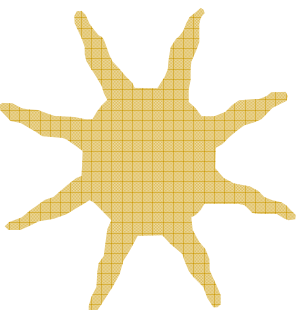
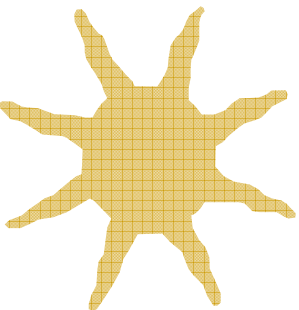
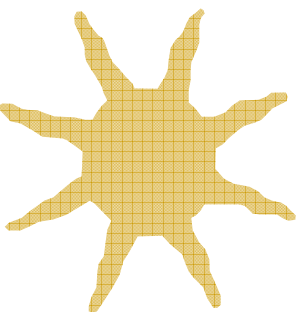
Employment On-reserve



- ★ Employment opportunities on-reserve are typically limited to working for the First Nation government in the delivery of programs and services to Band members or working at the First Nation owned convenience store & gas bar



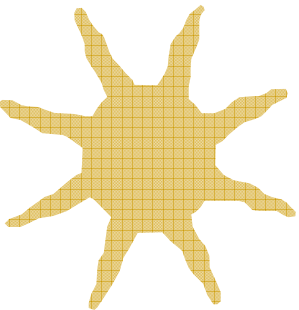
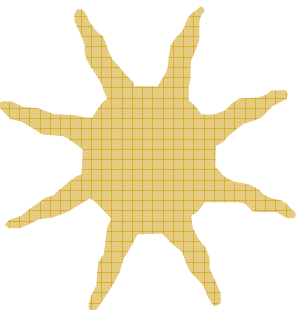
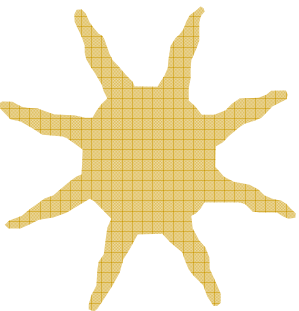
Economic Development



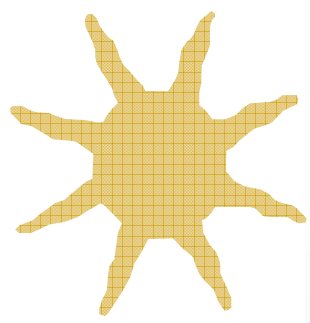
- ★ Average Funding for First Nation Economic Development is \$50,000 per year or \$30.30 per capita
- ★ Less than 1% of total First Nation funding
- ★ Access to other Federal, and more recently Provincial, Economic Development programs is dependent on the First Nation contributing cash equity to the project



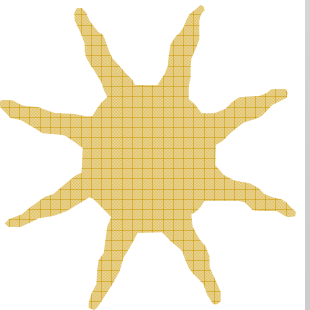
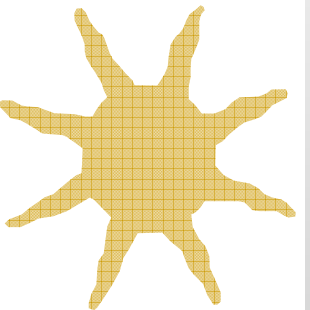
Success despite Challenges



- ★ Despite the severe socio-economic challenges confronted by First Nations, some First Nation business corporations have been very successful in terms of generating wealth and employment opportunities
- ★ Examples include SIGA, Kitsaki Management, Athabasca Basin Development Corporation, Norsask Forest Products and PADDC
- ★ Today, five (5) First Nation Corporations are in the top 100 Saskatchewan Businesses



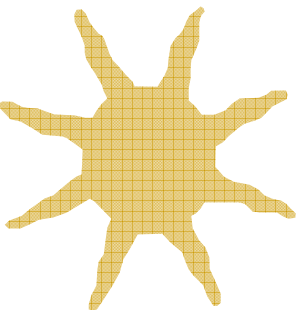
Secrets of Business Success



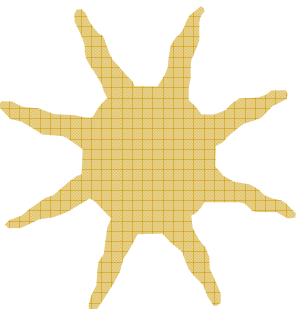
Why have some First Nation
businesses flourished while others
have failed?



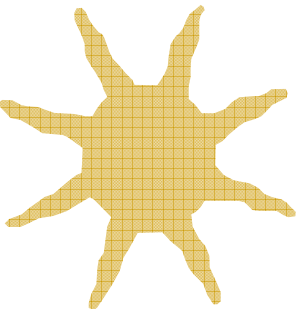
Three Key Factors to Success



★ Leadership



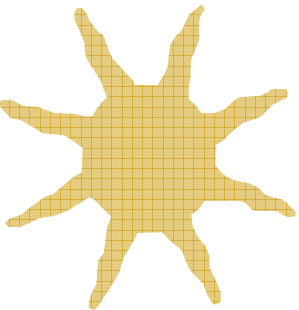
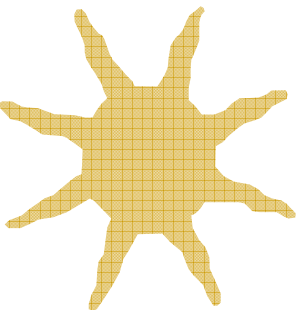
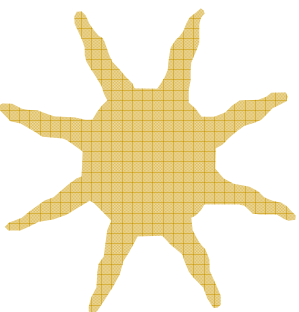
★ Partnership



★ Opportunity



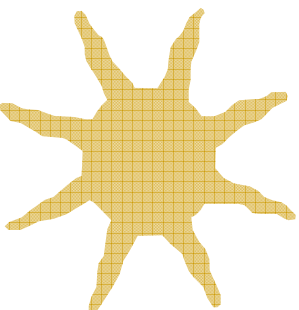
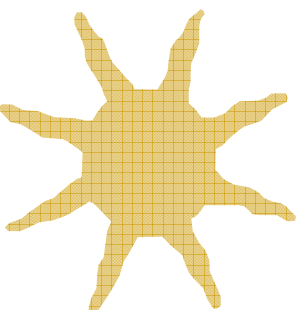
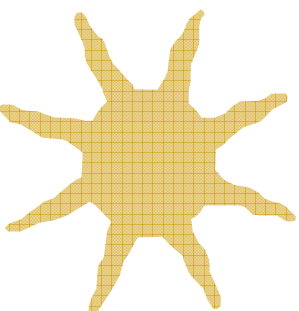
Leadership



- ★ Vision of the Future
- ★ Long term commitment
- ★ Good governance, management and financial practices
- ★ Business Model focused on Growth and Profit – Jobs follow Business Success
- ★ Knowledgeable Leadership and Management Personnel



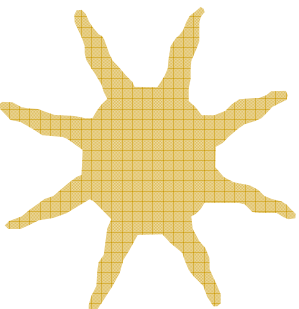
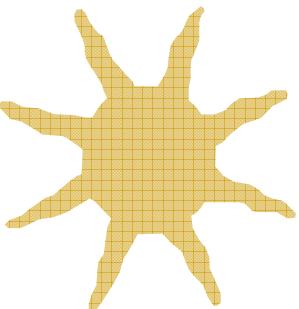
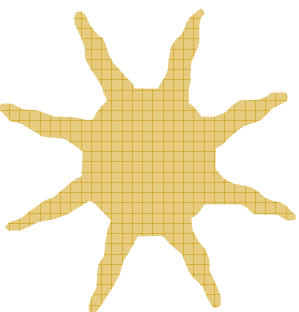
Partnership



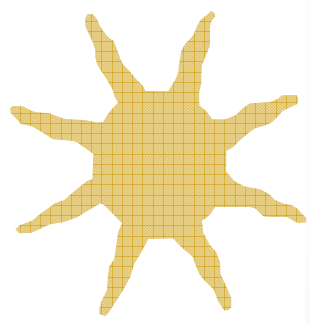
- ★ Partnership(s) formed with other First Nation or non-First Nation businesses
- ★ Builds Management and Financial Capacity
- ★ Share Risk and Rewards
- ★ Expanded Business Opportunities
- ★ Builds Business Network



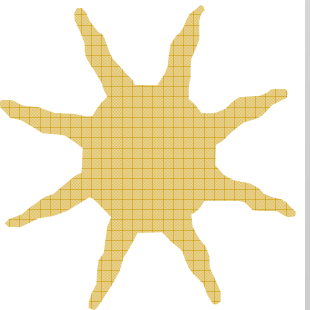
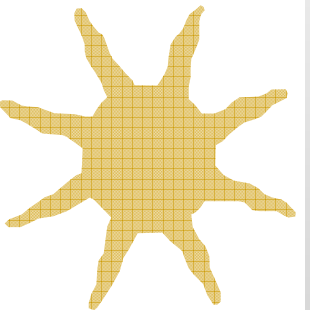
Opportunity



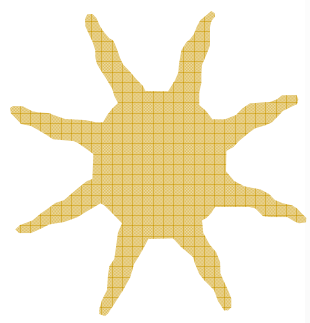
- ★ Use all resources at their disposal to identify and critically evaluate potential business opportunities
- ★ Constantly seek out new business opportunities and ways to expand existing business operations
- ★ Developed network of “business contacts” to cultivate new business ideas and opportunities
- ★ Open to Change and New Ideas



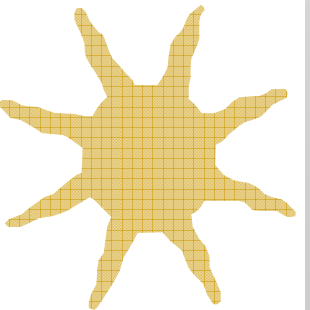
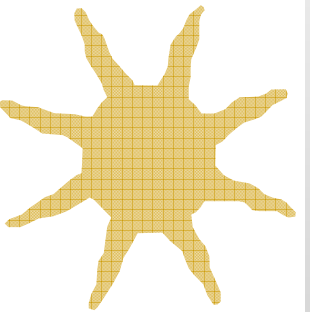
Constant Change



A business is either moving ahead or falling behind – there is no status quo



End of Presentation



Thank you for your attention.
Question period!!!