



Discussion Questions for Reconciliation Action Plans using *First Leaders*

Context

First Nations people have been refining leadership for millennia. By comparison, the discipline of workplace leadership emerged only about 100 years ago – just a few generations back. First Nation societies have developed a deep and enlightened perspective on leadership and group harmony. Their timeless wisdom can help workplaces be positive and productive environments.

Learning Objectives

In using the book *First Leaders* to explore workplace leadership, the objectives are to:

1. Increase the respect we have for First Nation societies by appreciating the depth of their leadership wisdom.
2. Help individual leaders at each level of the organisation enhance their own leadership.
3. Assist senior executives reflect on their personal leadership style and impact.
4. Assist HR teams review and improve the key leadership practices in their organisation.

This document supports Objective 1. Separate guides are available to support Objectives 2, 3 and 4.

Discussion Questions

This document is designed to be used in workshops that support Reconciliation Actions. The questions will assist in discussing the wisdom of First Nation societies.

1. What impressed me most about leadership and group unity in First Nation societies?
2. Did any of the principles in *First Leaders* surprise me? In what way?
3. Are there any aspects of the leadership approach of First Nations that I disagree with?
4. How do the Principles of First Leadership contribute to positive group outcomes?
5. How do the expectations of leaders in First Nation societies differ from what we generally expect of leaders in workplaces?
6. In *First Leaders*, the author provides an explanation for why the wisdom of First Nations was not incorporated into the study of workplace leadership when it emerged as a professional discipline about 100 years ago. What's different in our society now so we can listen to the wisdom of First Nations?
7. If the wisdom of First Nations had been used as a basis for workplace leadership, in what ways would workplaces be different today than what is generally the case?
8. How many of the 11 leadership principles already apply in our organisation?
9. Which principles of First Nations leadership don't yet apply in our organisation and, of those, which ones should we look to implement?
10. How am I planning to apply the wisdom of First Nations leadership in my own work?

