


HUHUGAM HERITAGE CENTER

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Memorandum

To: Cultural Resource Standing Committee, Community Council, NCRD Manager Bowman,
Huhugam Heritage Center Staff

From: Linda Morgan, Director 

Date: 5/22/2014

Re: Building on Strengths Questionnaire for Strategic Planning Process

In the next few months, the Huhugam Heritage Center will be creating a Strategic Plan with assistance from Art Wolf of Wolf Consulting in order to look ahead to near and long-term programs, projects, and activities. To start, we need your help to evaluate our strengths as a Heritage Center, and to identify critical issues, articulate visions for the future, and highlight significant opportunities that lay ahead of us. The approach for the initial scan of our operating environment is called **Building on Strengths**.

Building on Strengths

Basically, the idea behind **Building on Strengths** is that in every life, family, community, and organization some things work better than others. Once the focus is on what works, it is easier to see how to fix, improve, or discard what is not working, while moving ahead and realizing a common vision. Here are some attributes of **Building on Strengths**:

- The approach focuses on what is right, not what is wrong.
- The intent is to ground the future in the success of the past.
- The initial step is to appreciate and value the best of the past.
- The next step is to envision what might be: seeing the common ground of a vision.
- The process builds on what you already know how to do.
- The process helps you to understand the conditions of your success.
- The process helps you to talk about those conditions and innovate in those areas, to grow the conditions to continue being successful.

May 22, 2014

Today, we are asking all internal stakeholders of the Center to answer a short online survey by clicking on this link:

<http://www.surveymonkey.com/s/HuhugamHeritageCenterBOSSurveyMay2014>

There are ten questions followed by four sections that will allow you to enter text answers. Please try to complete your surveys no later than **June 6, 2014**, which will allow our consultant, WOLF Consulting of Las Vegas, to analyze the results as part of the environmental scan they are completing for our planning process.

It is very important that we have 100% participation from everyone if we are to make good decisions in the planning process, so please be sure to fill out the survey at your convenience but within the next two weeks. If you would like to view the questions prior to filling out, there is a pdf attachment of the questions for your convenience.

Thank you for all that you have done for the Center. We could not have made the tremendous progress that we have without all of your hard work. Now, we begin the next steps in the journey. I want to thank you in advance for sharing your thoughts about the Center. Please call me at (520) 562-4140 if you have any questions about the survey.

Exit this survey



Huhugam Heritage Center Building on Strengths Survey May 2014

Building on Strengths Questionnaire

This is the initial scan of the Huhugam Heritage Center operating environment and part of the preparation for planning activities later this summer. Please answer each question as fully as possible. The text sections allow you unlimited space to add your thoughts. Thank you very much for taking the survey.

1. Please indicate your Stakeholder perspective.

- Staff
- Tribal Council Member
- Community Member

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Exit this survey



Huhugam Heritage Center Building on Strengths Survey May 2014

Rank the Heritage Center Operations From Your Perspective

In this section you will rank the Heritage Center on ten aspects of its current operation from your stakeholder perspective, with 2= Under control and working well, 1= Working on this but a way to go, or 0= Not even close.

2. Our relationship with our community supports us.

- 2 = Under control, working well 1 = Working on this 0 = Not even close

3. We are nimble and knowledgeable enough to respond to changes in the environment with minimal internal resistance.

- 2 = Under control, working well 1 = Working on this 0 = Not even close

4. As an organization, we think and plan strategically.

- 2 = Under control, working well 1 = Working on this 0 = Not even close

5. We evaluate our programs and services regularly, understand what to do with the data, and take necessary action.

- 2 = Under control, working well 1 = Working on this 0 = Not even close

6. Our meetings energize all in attendance.

- 1 = Working on this 0 = Not even close

2 = Under control, working well

7. We have useful ways to talk about and act upon difficult issues.

2 = Under control, working well 1 = Working on this 0 = Not even close

8. When we start new projects, we understand how to manage, lead, evaluate and improve them.

2 = Under control, working well 1 = Working on this 0 = Not even close

9. Our personnel system recruits the best people and orients them effectively to the organization and their jobs.

2 = Under control, working well 1 = Working on this 0 = Not even close

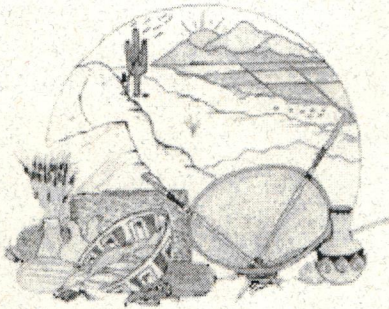
10. Our staff development system improves performance, including helping individual staff members to do a better job and align their contribution to the organization.

2 = Under control, working well 1 = Working on this 0 = Not even close

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HUHUGAM HERITAGE CENTER

Huhugam Heritage Center Building on Strengths Survey May 2014

Recent Successes

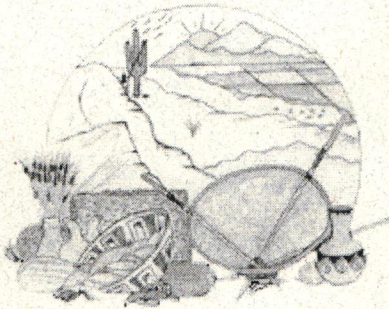
This question is to let you brag on yourself and your contributions to your own organization and to the Huhugam Heritage Center.

11. Please note three times when you/we have succeeded (brag on yourself and your contributions).

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Huhugam Heritage Center Building on Strengths Survey May 2014

Critical Issues

12. What are the critical issues that you see on the horizon for the Heritage Center in the next 5 years?

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Huhugam Heritage Center Building on Strengths Survey May 2014

Visions for the Future

13. What do you imagine the Heritage Center will be like in five to ten years?

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Huhugam Heritage Center Building on Strengths Survey May 2014

Significant Opportunities

14. What are the most significant current opportunities that you see for the Heritage Center in the next 2 to 5 years?

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Done