

# WORKING WITH ABORIGINAL FINANCIAL INSTITUTIONS

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The Canadian Executive Service Organization (CESO) is a not-for-profit organization that has been working with First Nations, Inuit and Métis communities across Canada since 1967. CESO has grown over more than 50 years, providing services to a number of communities from coast to coast to coast. We have invested in recruiting volunteers who are First Nations, Inuit and Métis, as well as those who have a rich history of working with Indigenous communities.

Since 2003, volunteer CESO Advisors have successfully supported over 1,000 communities across Canada, including regional and national Indigenous organizations, nations, bands and collectives, hamlets and regional governments, non-profit organizations, Aboriginal

Financial Institutions (AFI), business corporations, and SMEs.

CESO's work with First Nations, Inuit and Métis clients and communities is governed by a board committee that is led by Indigenous board members. This committee provides leadership, governance and strategic direction for each of the programs and services we deliver.

We are a **service provider** and can assist AFI General Managers (GMs) and staff directly with training and capacity building in areas such as managing new responsibilities in an executive role, organizational change leadership, team motivation, planning and performance skills, problem solving and decision making.

## What Does CESO Offer?

As a service provider, we provide coaching and mentoring at no cost\* to AFI staff and GMs on:

- Change management
- Strategic planning
- Team management
- Management and leadership training
- Policy development
- Communications strategy and planning
- Financial management
- Project management

*\*The AFI pays only the CESO Advisor travel, meals and accommodation expenses associated with the project, in the event of in-person work with the Advisor.*

## CESO Makes an Impact

We have worked with AFIs in the past, such as Nishnawbe Aski Development Fund (NADF). NADF's Kimberley Bird shared her thoughts on the experience: "As a result of our work with CESO, Nishnawbe Aski Development Fund (NADF) has been able to strengthen its internal organizational capacity as well as the capacity of its clients. The CESO Advisor reviewed our loan policies and provided us with valuable recommendations. We were very happy with the work done by the Advisor and also appreciated the hard questions that were asked, which helped us to think things through. We chose to work with CESO because of its not-for-profit, volunteer-based services with a flexible and responsive approach, which we found valuable in addressing some of our unique challenges and opportunities."

## Other Areas of Support

### We also support AFIs with:

- Loan management (review, reporting, processes, policies)
- Support on HR policies, procedures, salary grids and regulatory compliance

### Examples of our work in the above areas include:



#### Executive Coaching with the Government of Nunavut (GN)

CESO partnered with GN in 2021 to support their Inuit Executive Career Development Program through mentorship, furthering success in the program that helps Inuit employees advance in their careers. Over the course of the program, Advisors will mentor 20 participants on managing new responsibilities in an executive role, organizational change leadership, team motivation, planning and performance skills, problem solving and decision making.



#### Human Resource Policy Review for a First Nation in Ontario

A CESO Advisor worked with the staff and Chief and Council to review their policies and interviewed staff to get their input and feedback. The Advisor then created a report with recommendations for the nation to improve its HR policy. The Chief and Council implemented many of the suggestions that were made in the report. CESO's support had a significant impact on the small nation.

## How It Works

- Contact us directly if you are interested in the services outlined
- We will set up a call to learn more about your request
- We will recruit the right expert volunteer to work with you
- Our staff provides project management coordination support to you throughout the project

## Contact

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