



HO·CHUNK[™]
INCORPORATED

SMART STRATEGY WORKSHEET

Use this worksheet to document your thoughts about developing a youth education and workforce development program.

SPECIFIC

What specific workforce development goals is your program looking to achieve?

- Include needs of enterprise, intention of program, target audience, eligibility requirements, etc.

Examples: Increase Tribal member employment; increase employee competency and understanding of workplace culture; identify, recruit, and retain talent for key positions for succession planning.

MEASURABLE

What are the key performance indicators, returns on investments, and other measurable outcomes as part of your workforce development program goals?

Examples: Tribal member employment rates; performance evaluation ratings; identified candidates and areas of need and growth potential within enterprise.

ATTAINABLE

What is the framework in which program participants will be working? Include program structure, curriculum, timelines, budget factors, hours of operation, time to fill open positions.

Examples: Fills an open position with a career-ready and qualified Tribal member candidate; a meaningful curriculum and mentorship-based performance evaluation process; career planning conferences with participants, human resources, and senior leadership.

RELEVANT

Is the program experience meaningful and tied to the larger objectives and mission of the enterprise?

Examples: Provides job opportunities for Tribal members; promotes workforce development for individual, enterprise, and Tribal self-sufficiency; creates pathways for enterprise succession planning.

TIMEBOUND

What is the start and end date? What are the project completion requirements?

Examples: Time to fill positions after program experience; workforce development project progress milestones; recurring career planning conferences post-program.

SUMMER INTERNSHIP LEARNING SESSION EXAMPLE:

One of the goals of Ho-Chunk, Inc.'s Summer Internship Program is to provide opportunities for the interns to meet, interact with, and learn from our senior leadership. We accomplish that goal mostly through educational sessions between company leaders and interns. This can be in the form of a workshop, lunch & learn, presentation/Q&A, games, tours, etc.

TOPIC/SESSION	PRESENTER(S)	DATE(S)	TIME	LOCATION
BUSINESS ETIQUETTE				
HO-CHUNK, INC. STORY				
BIRTH OF WARHORSE GAMING				
CYBERSECURITY				
PERSONAL FINANCE				
STRATEGIC PLANNING				
FLATWATER GROUP/ COMMUNITY DEVELOPMENT				
GALLUP STRENGTHS				
HO-CHUNK CAPITAL				
ALL NATIVE GROUP				
LEGAL ISSUES/FIELD				
HO-CHUNK FARMS				
TRIBAL/STATE/ FEDERAL POLICY				
CORPORATE COMMUNICATIONS				
LEARNING & DEVELOPMENT				
WINNEBAGO CULTURE/ ROUND DANCE				
HOME COMING CELEBRATION HISTORY				

MAY

S	M	T	W	T	F	S	
					1	2	3
4	5	6	7	8	9	10	
11	12	13	14	15	16	17	
18	19	20	21	22	23	24	
25	26	27	28	29	30	31	

JUNE

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

JULY

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

** The highlighted dates above are available for sessions.*



Willy Bass wbass@hochunkinc.com | Terri Lee Medina tlmedina@hochunkinc.com

Download this worksheet at hochunkinc.com/interns