



LEAD Program Sessions - Syllabus

May 27, 2025

Orientation

- Introduction – Staff & Participants
 - Why LEAD?
 - Professional History/Goals?
 - Fun Fact
- Overview of LEAD Program
 - Purpose
 - History
 - Format
- Session Overview
- Safety
- Expectations
- Admin
 - HR Paperwork
 - Mileage/Stipends
- Q & A

May 28, 2025

Baker Engineering/RSI of West Michigan

- Company Overview
- Internship opportunities
- Growth Disciplines for future opportunities
- Q & A

May 29, 2025

Zip Xpress/Green Transportation/Great Lakes Warehousing

- Company Overviews
- Transportation & Logistics Market
- Zip Xpress, Green Transportation and Great Lakes Warehousing within the market
- Career paths within the industry and within our businesses
- Future of the industry and growth projections
- Q & A



June 3, 2025

Human Resources

- Organizational Structure and Career Opportunities
- Interviewing Tips
- Tribal Outreach Strategy
- Tribal Employee Career Development Overview
- Q & A

Information Technology

- IT Team and Culture:
 - Basic structure of an IT department and the roles within it.
 - Importance of teamwork and learning in IT.
- Understanding IT Strategy:
 - Explanation of how IT strategy aligns with business objectives.
 - Importance of IT in achieving long-term business goals.
- Basics of Cybersecurity:
 - Introduction to cybersecurity and why it is crucial for protecting company information.
 - Simple examples of common security measures like passwords and firewalls.
- Introduction to Technology Infrastructure:
 - Basic concepts of what technology infrastructure includes (like servers and networks).
 - How these systems support the day-to-day operations of a business.
- Compliance and Risk:
 - Overview of why businesses must comply with laws and regulations.
 - Simple explanations of risk management and why it is important.
- Operational Excellence in IT:
 - What it means for IT operations to run smoothly and efficiently.
 - The role of IT in solving daily technical problems and improving processes.
- Innovation and Technology Trends:
 - Easy-to-understand examples of new technologies and their impact on businesses.
 - How IT departments stay updated and incorporate these innovations.
- Q & A

Legal

- Shared Services
- How we at the Parent Company help portfolio companies generate revenue and de-risk each company
- Tribal Employment Hiring Preference
- Q & A



June 5, 2025

Waséyabek Federal Group (WFG)

- WFG Overview
- Mission & Values
- How WFG Fits
- Tribal Advantage in Federal Contracting
- WFG Organization
- Current/Past Performance
- WFG is Growing
- Q & A

Operations/Investment/Business Development

- Economic Engine
- Value Creation
- Investment Screening Matrix
- Q & A

June 9, 2025

Executive Management

- The role of the CEO
- Leadership
 - Enneagram Testing
- Q & A

Board of Directors

- What is a governing board?
- Why use a governing board?
- What is the role of a governing board?
- Understanding the Waséyabek Board
 - Who are the members?
 - What are their roles?
 - What are the board's specific duties?
- Q & A



June 11, 2025

BLDI

- Company overview
- What is environmental work?
- Breakdown of service areas
- Future growth trajectory
- Careers in the environmental field - overview
- Career opportunities and growth trajectory at BLDI

DWH

- Firm history and connection to Waséyabek/NHBP
- Service Pillars
- Growth & Transition
- Mergers & Acquisition
- Financial Advisory
- Turnaround & Restructuring
- Tribal Economic Development
- Client profile
- 2030 Vision
- Strategic Initiatives
- Q & A

June 17, 2025

Finance

- Analyzing Portfolio Financial Performance
- Cashflow forecasting
- Different Reporting Requirements
- Q & A

Real Estate Management

- High-level overview of Terrapin properties
- Commercial Real Estate – Definition & Terms
- Portfolio Property Overview
- Benefits of Investing in Real Estate
- Strategic Plan & Stewardship Model
- How to Learn More
- Q & A
- Game: Jeopardy!



June 18, 2025

Safari Circuits

- Company Overview
- Facility Tour
- Q & A

June 25, 2025

Marketing & Communications

- Story/Background
 - Journey from Journalism to Marketing & Communications
- What is it like working in Marketing and Communications?
- Working at Waséyabek
 - Current & Ongoing Initiatives
- LinkedIn
 - The importance of a polished profile and why staying connected and building a network is so important.
- Q & A

Strategic (Tribal) Engagement

- Department Overview
- Strategic Outreach/Initiatives
- Q & A

LEAD Wrap-Up

- Program Takeaways
 - Best Memory
 - Overall Experience
- Recommendations
- Follow-Up