

A Strategic Plan for the Pyramid Lake Paiute Tribe and for the Pyramid Lake Paiute Reservation 2024 through 2029

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September 6, 2024



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What is Strategy?

“A strategy is a way of describing *how* you are going to get things done. It is less specific than an action plan (which tells the who-what-when); instead, it tries to broadly answer the question, ‘How do we get there from here?’ Do we want to take the train? Fly? Walk?”



What is Strategy?

Elements of a Strategy Include:

- Recognition of existing barriers and resources (people, money, power, materials, etc.)
- Tied to an overall vision, mission, and a set of clearly defined objectives.
- Direction for future planned initiatives focused on providing information, enhancing support, removing barriers, providing resources, etc.



Developing a New Five-Year Strategic Plan For the Pyramid Lake Paiute Tribe and for the Pyramid Lake Paiute Reservation

- Started with a Comprehensive Community Needs Assessment
 - “A 2023 Community Needs Assessment of the Pyramid Lake Paiute Tribe and for the Pyramid Lake Paiute Reservation”, UCED Technical Report 2023/24-11, January 2024
- Three Separate Strategic Planning Workshops:
 - Workshop No. 1: March 8, 2024 and March 9, 2024
 - Workshop No. 2: April 6, 2024
 - Workshop No. 3: May 31, 2024
- Development of a UCED Technical Report Containing the “Critical Elements” of the New Five-Year Strategic Plan
 - “A Strategic Plan for the Pyramid Lake Paiute Tribe and for the Pyramid Lake Paiute Reservation, 2024 through 2029”, UCED Technical Report 2023/24-20, June 2024
- Next Steps: Implementation and Annual Evaluations and Updates



Developing a New Five-Year Strategic Plan For the Pyramid Lake Paiute Tribe and for the Pyramid Lake Paiute Reservation

“Critical Elements” of the New Five-Year Organizational Strategic Plan:

- Core Values
- Mission Statement
- Vision Statement
- Set of Organizational Strategic Goals and Objectives with Actionable Items
- Resiliency and Recovery Elements



Critical Elements of the New Five-Year Organizational Strategic Plan

Core Values:

Accountability

Respect for Oneself and
Others

Commitment to the People,
to the Land, and to the
Community

Professionalism

Responsiveness

Mission Statement:

It is the mission of the Pyramid Lake Paiute Tribe to serve the Kooyoee Tukadu Numu by preserving, protecting, and promoting our shared cultural heritage, natural environment, spiritual integrity, sovereignty, and language.

The Pyramid Lake Paiute Tribe provides a wide range of governmental and public programs, resources, and services. Organizational members engage in constructive and positive outreach and stewardship of our culture and our land. We are committed to protecting and enhancing our People's quality of life by fostering and creating strong personal and individual capacity.



Critical Elements of the New Five-Year Organizational Strategic Plan

Vision Statement:

Over the next five years, the Pyramid Lake Paiute Tribe will create a long-term sustainable organization and community that seeks to efficiently and effectively serve the needs of the Kooyoee Tukadu Numu by enhancing the People's human potential.

To enhance our community's quality of life, the Pyramid Lake Paiute Tribe will continue to develop, deliver, and administer programs, resources, and services that address a range of cultural, economic, environmental, and social needs to preserve and protect the people's health, safety, and wellness.



Critical Elements of the New Five-Year Organizational Strategic Plan

Strategic Goals, Objectives and Actionable Items (20 Goals):

Community and Economic Development (Five Goals)

Cultural Development, Promotion, and Preservation (Two Goals)

Community Health and Wellness (One Goal)

Educational Development and Individual Capacity Building (Five Goals)

Organizational Improvement and Development (Seven Goals)



Critical Elements of the New Five-Year Organizational Strategic Plan

Responsive Recovery and Resiliency Elements:

Responsive Initiative No. 1: A Global Pandemic or Other Major Public Health Crisis

Responsive Initiative No. 2: Other Natural Disasters

Responsive Initiative No. 3: Immediate and Sudden Loss of Government Resources

Responsive Initiative No. 4: New Developments Located Outside the Pyramid Lake
Paiute Reservation

Responsive Initiative No. 5: Failed Internal Economic Development Projects



Critical Elements of the New Five-Year Organizational Strategic Plan

Steady-State Recovery and Resiliency Elements:

Steady-State Initiative No. 1: Address Community-Wide Economic Development Issues

Steady-State Initiative No. 2: Improve Internal and External Communication Processes and Community Engagement and Outreach Efforts

Steady-State Initiative No. 3: Development and Improvement of Critical Public Infrastructure, Public Resources, and Public Services



Next Steps: Implementation and Annual Evaluation and Updates

- Begin the Implementation Process: Further refinement and development of specific actionable items designed to achieve each of the strategic goals and objectives.
- Annual Evaluation and Updates: Completed annually from the date of adoption and approval of the new five-year, 2024 through 2029, strategic plan.
 - *Does the strategic plan give overall direction to the organization?*
 - *Does the strategic plan realistically fit available resources with identified opportunities?*
 - *Does the strategic plan minimize existing and future resistance and barriers the organization currently confronts and may have to address in the future?*
 - *Does the strategic plan reach those that may be affected, positively and negatively, by implementing the strategic plan?*
 - *Does the strategic plan advance the strategic mission of the organization?*



Questions?

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