

The Nułyah program is an executive-led, learning and mentorship **program specifically designed for mid-level career professionals**. Limited to 10 participants each cohort, Nułyah takes a personalized approach to equip emerging leaders with the skills, cultural grounding and strategic tools to help advance their careers.

This program requires a ten-month commitment and consists of several instructional workshops, each facilitated by CIRI leadership.

Nułyah (pronounced nuh-th-yah) means "it is growing" in the Dena'ina Athabascan language. Grounded in Alaska Native values, the program emphasizes leadership development, meaningful connection and professional growth while supporting CIRI's mission to promote economic well-being and self-sufficiency for Shareholders and their families.

Participants will learn to lead in ways that reflect CIRI's core values—values that guide ethical, collaborative and purpose-driven leadership in any organization or career.

- Mission Driven: Make a meaningful difference
- Excellence: Strive for greatness
- Honor: Do the right thing the right way
- Respect: Treat people with dignity
- Unity: Work together to fulfill one mission

How is "mid-level career" defined?

Mid-level career leaders are professionals, often with 5–15 years of experience, who lead work, influence outcomes and operate with increasing autonomy. Ideal participants for this program bring a mix of education, training and professional experience to their roles and are preparing for leadership roles. It is also a valuable experience for those who are mid-level career and wish to enrich their skill set and impact.

Focus Areas

- Develop culturally grounded leadership skills
- Leadership readiness for future opportunities
- Practical, real-world leadership capabilities
- Strategic thinking and career confidence

Program Goals

- Strengthen leadership skills grounded in cultural values, empowering participants to lead with confidence.
- Help participants connect day-to-day decisions to broader organizational goals and long-term outcomes.

- Support continued professional growth and readiness for future leadership opportunities.

Program Components

Leadership Workshop Categories (topics subject to change)

- Foundations of Leadership and Alaska Native Values
- Board of Directors and Governance
- Strategic Planning and Goal Setting
- Finance and Investments
- CIRI Lands and Real Estate
- Government Relations and Contracting
- Ethics and Compliance
- Mergers and Acquisitions
- Reflection and Finalize Development Plan

Cultural Engagement

Many workshops will incorporate:

- Storytelling, leadership values, and the history of ANCSA
- Cultural leadership and Alaska Native values

Mentorship, Coaching and Collaboration

- Monthly one-on-one leadership coaching/mentoring sessions
- Cohort networking

Eligibility

- CIRI Shareholders and confirmed Descendants
- At least five years of mid-career level work experience
- Undergraduate degree or equivalent in education/experience
- Ability to commit to the ten-month program

Program Commitments

The Nułyah Program participants will need to commit to approx. 4 to 6 hours per month

- 2-hour monthly workshops
- 1-hour monthly virtual leadership coaching,
- Completion of pre- and post-program self-assessments,
- Creation of an individualized leadership development plan and;
- Participation in monthly program assessments

Program Timeline

- Recruitment and selection: February 2026
- Orientation: Late March 2026
- Program Delivery: April–December 2026

Location

The program uses a hybrid model to balance connection and flexibility; available to both local (Anchorage) and out-of-area (virtual) participants.

Questions: Contact shareholderprograms@ciri.com