

# INDIGENOUS CAREER ADVANCEMENT WORKSHOP

FACILITATE RECRUITMENT,  
RETENTION AND ENGAGEMENT  
OF INDIGENOUS TALENT IN YOUR  
ORGANISATION

4 - 5

MAY 2021

ONLINE DELIVERY

## EXPLORE

- ▶ Explore exclusion to inclusion in Australia
- ▶ COVID considerations for Indigenous engagement
- ▶ Recruitment strategies and pre-employment training
- ▶ Developing career pathways and supportive training
- ▶ Tools and strategies to create a culturally safe workplace
- ▶ Normalising diversity & inclusion into your organisation's DNA

Exclusive  
discussion  
session

**"HARNESS  
THE STRENGTHS  
OF THE INDIVIDUAL -  
THE VALUE OF PATHWAY  
PROGRAMS"**



**Michael Frangos**  
Chief Executive Officer  
Indigenous Energy Australia



**Seona James**  
Founder, Director  
Indigenous Cultural Connections



**Wendy Ah Chin**  
Branch Manager  
National Indigenous Australians Agency

## EXPERT FACILITATOR



**Christine Coyne**  
Aboriginal Affairs Consultant  
Christine Coyne & Associates



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## ABOUT THE EVENT

A successful Indigenous engagement program is not a one-size-fits-all affair. Education, professional training and access to job opportunities are only part of the solution. You must also understand the 'why' behind your organisation's Indigenous engagement and what role you play. Only then can you start to move beyond targets and tokenism, create a culturally safe working environment and begin the work of normalising diversity and inclusion into your organisation's DNA.

This hands-on and pragmatic two-day program has been designed to help you build your Indigenous engagement toolbox, resources and cultural competence for your organisation, with specific focus on the upheaval brought on by the COVID-19 pandemic. Over two days of virtual discussion and guided learning, you will explore new thinking around recruitment, retention and career development strategies. You'll engage in supportive training to understand inclusion biases, blockers and enablers and explore what is and isn't culturally appropriate in your own organisational context.

You will also have front-row seats for an exclusive discussion session: "Harness the strengths of the individual - The value of pathway programs"

## TRAINING DELIVERY AND PRE-COURSE QUESTIONNAIRE

This workshop will be delivered using a three tiered approach. The structure of each session is as follows:

1. Technical overview and review of research into the topic area under discussion
2. Practical application of management principles in the review of case studies, worked examples and interactive exercises
3. Discussion of outcomes and implementation issues

Workshop participants will have the opportunity to include comments and questions about issues outlined in the program by way of a pre-course questionnaire. This feedback will enable the course facilitator to adjust content accordingly. The workshop has limited places to allow for customisation, greater interactivity and for individual concerns to be addressed.

## DAY ONE

### Creating a culturally safe workplace – What is it and how?

- ▶ Accentuating and accelerating natural leadership strengths
- ▶ Move from understanding to execution, from 'what' to 'how'
- ▶ Code-switching to improve cross-cultural communication

### Starting the conversation: Exploring exclusion to inclusion in Australia

- ▶ How does your role fit into your business and into the larger discourse?
- ▶ Understanding why Australia is targeting Indigenous inclusion through employment and procurement process
- ▶ Familiarity with RAP, strategy and Indigenous Procurement Policy - Commonwealth, State and Local

### Explore the maturity of your organisation's Indigenous engagement program

- ▶ Understand your organisation's business imperative and how it is working to meet requirements
- ▶ Treating targets as a starting point for the conversation (including targets informed by the IPP)
- ▶ Normalising diversity and inclusion into your organisation's DN

### Recruitment strategies and pre-employment training

- ▶ Identify and access the right talent pool for your organisation
- ▶ Indigenous media, online and other platforms for engagement
- ▶ Choosing culturally appropriate interview and induction environments and processes

### Retention and development of Indigenous talent

- ▶ Developing culturally appropriate mentoring frameworks
- ▶ Secondment opportunities that are effective and yield positive long-term results
- ▶ Using technology to support engagement initiatives (delivering training to remote areas)

## DAY TWO

### Tackling unconscious bias and racism with Emotional Intelligence (EQ)

- ▶ Understanding inclusion biases, enablers and blockers
- ▶ Identify and develop strategies to handle potential blockers
- ▶ Gain buy-in at all organisational levels (including senior executives)

### Understanding the impacts of culture on communication, teamwork and business

- ▶ Developing executive presence and establishing leadership pathways
- ▶ Applying cultural knowledge to improve inclusion and building cultural capital
- ▶ Promoting knowledge transfer cross-culturally to accelerate productivity

### COVID considerations on community engagement

- ▶ Understanding the diversity of Indigenous communities - rural, remote, urban
- ▶ Exploring community profiling and Indigenous governance structures
- ▶ Engaging business and economic outcomes of impacts of the pandemic

### Interactive Panel Discussion: Harness the Strengths of the Individual - The value of Pathway Programs

- ▶ Ensure the successful implementation of plans and pathways
- ▶ Aim to achieve equal completion rates through engagement
- ▶ Build robust, respectful and collaborative partnerships with the individual

### How do we know when we get there? Going beyond tokenism

- ▶ Explore different metrics and measures to track performance
- ▶ Learn how to communicate successes to your business and its leaders
- ▶ Reflection on core themes and ideas addressed over the two days
- ▶ Practical takeaways and action plans to take back to your workplace and thrive in the new normal

## WHO WILL ATTEND?

Directors, Managers, Coordinators and Consultants involved in:

- ▶ Indigenous Employment
- ▶ Aboriginal Workforce Development
- ▶ Reconciliation Action Plan (RAP)
- ▶ Indigenous Liaison / Engagement
- ▶ Coaching / Mentoring
- ▶ Indigenous Education Programs
- ▶ Indigenous Training and Development Programs
- ▶ Human Resources
- ▶ Diversity / Inclusion
- ▶ Organisational Development
- ▶ Indigenous Policy / Service Delivery
- ▶ Recruitment / Talent Sourcing
- ▶ Job Support Networks

## YOUR FACILITATOR

Christine has developed and managed a range of Indigenous participation and employment projects for some of the nation's biggest and most successful companies over a diverse and dynamic 36-year career in Indigenous employment, education and training. In 2013, Christine established her own consulting firm and works with a range large to medium private sector companies, as well as working across government at all levels in the delivery of her services. Whilst still managing her own consulting business, Christine has recently established an engineering company – Red Rock Services and is the Company Director, major shareholder and Business Development and Aboriginal Engagement Manager.

Christine is a Noongar woman originating from Gnowangerup in WA. She has worked extensively with Aboriginal people throughout the country; this includes Aboriginal people who are city-based as well as those from remote and regional locations. She has extensive knowledge of the differences that apply between contemporary and traditional Aboriginal communities and groups.

Christine's expertise, experience and skills are unique within the construction industry. Throughout her employment history, she has developed extensive networks within industry and government. Christine has previously held senior roles with CCIWA, Compass Group and FWW – EPCM – Woodside Pluto Construction Project.



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