

# INDIGENOUS CAREER ADVANCEMENT WORKSHOP

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



23 - 24  
JULY 2020

ONLINE DELIVERY

## EXPLORE

- ▶ Explore exclusion to inclusion in Australia
- ▶ Recruitment strategies & pre-employment training
- ▶ Tools & strategies to create a culturally safe workplace
- ▶ Normalising diversity & inclusion into your organisation's DNA
- ▶ Tackling unconscious bias with Emotional Intelligence (EQ)
- ▶ Gain buy-in at all organisational levels
- ▶ Culturally appropriate education, training & mentoring
- ▶ Use of technology to support engagement initiatives
- ▶ Metrics & measures to track engagement
- ▶ Exploring Indigenous governance structures

## EXPERT FACILITATOR



**John Briggs**  
Director  
John Briggs Consultancy



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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.

## 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

### 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 DNA

### 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)

### Creating a culturally safe workplace

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

## DAY TWO

### Tackling unconscious bias 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

### 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'

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## 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

With more than 25 years' experience, John Briggs is passionate about Indigenous culture, inclusion, employment and engagement. He assists organisations to be better equipped and confident in these areas. Central to his style and service delivery are the fundamental principles of creating culturally safe learning environments and establishing trust. John Briggs is a collaborative networker and genuine expert in his field of professional speaking and facilitation. He has delivered well over 700 sessions in the last seven years, across the mining, banking, retail, early years and education sectors.



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**WE ARE GOING VIRTUAL!**

Events will be delivered live with the assistance of Video Streaming technology to allow delegates and speakers to participate and interact from their office, their home or wherever they may be. Some events may include both in person and remote access elements depending on the situation. Information regarding these arrangements will be sent to affected delegates and speakers directly.

