

INDIGENOUS WOMEN'S LEADERSHIP WORKSHOP

KEY STRATEGIES FOR ABORIGINAL & TORRES STRAIT ISLANDER LEADERS TO ACHIEVE PERSONAL, PROFESSIONAL & COMMUNITY SUCCESS



8 - 9
MARCH 2021
ONLINE DELIVERY

EXPLORE

- ▶ Learn to lead effectively and authentically
- ▶ Develop positive communication skills
- ▶ Understand and align your cultural and corporate responsibilities
- ▶ Develop effective tools to communicate your values
- ▶ Infuse cultural values into your corporate role
- ▶ Understand your heritage and pave the path for others
- ▶ Build relationships based on trust
- ▶ Enhance self-awareness and lead with resilience
- ▶ How to handle setbacks constructively
- ▶ Take ownership of your career

EXPERT FACILITATOR



Christine Coyne
Aboriginal Affairs Consultant
Christine Coyne & Associates

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BEFORE
14 OCTOBER,
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\$400

START YOUR LEADERSHIP JOURNEY!

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ABOUT THE EVENT

Research shows that leadership cannot be singularly defined and is perceived differently depending on cultural and national differences. Effective leadership is a notion of positive influence, as leadership is strengthened by our customs, beliefs and values.

The Indigenous Women's Leadership Workshop provides an essential platform for aspiring, existing and emerging leaders. This workshop creates a forum to share stories, wisdom and a passion for leading with the body, heart, soul and spirit. Discussions will delve into how we combine our cultural roles with the responsibilities of the business world. We will also explore strategies to effectively put ourselves forward for workplace opportunities.

This two-day virtual event gathers Indigenous women from across the country to reflect on cultural heritage and refine leadership strengths as we pave the way for the next generation of Indigenous leaders.

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

Understanding company culture and employer expectations

- ▶ Increase knowledge of company structures and processes
- ▶ Identify linkages to Aboriginal Engagement Plans, RAPs and Diversity and Inclusion
- ▶ Discuss and explore company expectations of employees
- ▶ Develop strategies to manage work, family and community obligations

Intercultural communication

- ▶ Provide an overview of considerations and barriers that apply to intercultural communication
- ▶ Explore perceptions from both an Aboriginal and non-Aboriginal perspective
- ▶ Cultivate awareness of personal attitudes, beliefs and expectations in the workplace and how this "may" impact on, or differ from, others
- ▶ Explore strategies to overcome communication across cultures and the ability to have appropriate conversations

Team building and goal setting

- ▶ Understand the benefits of working in a team and the role of individuals in a large work team
- ▶ How goal setting can assist you to maintain your employment, achieve your career progression and personal goals
- ▶ Principles and value of business mentor/mentee relationship and how this will benefit both your working relationships and personal development

Strategies for working across culture

- ▶ Develop networking and influencing skills to build relationships with other Indigenous staff, work teams and managers
- ▶ Develop the tools to communicate your values, build confidence to ask questions, consult and collaborate
- ▶ Juggling the corporate and cultural aspects of personal and professional life

DAY TWO

Maintaining culture to unlock your leadership potential

- ▶ Understanding your country and culture in contemporary Australia
- ▶ Balancing the commitments of community, career and character
- ▶ The importance of Aboriginal and Torres Strait Islander female leaders to community

Individual strengths and areas for growth

- ▶ Examine your leadership traits and how to apply them
- ▶ Understand where your strengths fit within your community or organisation
- ▶ Recognise growth areas and how to reinforce your skills

The importance of authentic leadership and being true to yourself

- ▶ The role authenticity plays in effectively leading a team
- ▶ Advocating for yourself and developing your leadership identity

Understand and align your cultural and corporate responsibilities

- ▶ Be present in all aspects of your life
- ▶ Confidently incorporate your personal journey
- ▶ Remain genuine to your true self

WORKSHOP SCHEDULE

- 9.45 - 10.00 Sign in
- 10.00 - 11.40 Session One
- 11.40 - 12.00 Morning Tea
- 12.00 - 1.30 Session Two
- 1.30 - 2.30 Lunch
- 2.30 - 4.00 Session Three
- 4.00 - 4.20 Afternoon Tea
- 4.20 - 5.30 Session Four
- 5.30 Close of Workshop

WHO WILL ATTEND?

Established, emerging & aspiring Indigenous leaders in various roles, including:

- ▶ Women's Leadership Program managers
- ▶ Executives & managers
- ▶ Chief Executive Officers
- ▶ Managing Directors
- ▶ Directors & Assistant Directors
- ▶ General Managers & Managers
- ▶ Branch & Section Managers
- ▶ Policy Development & Advice
- ▶ Diversity & Inclusion
- ▶ Learning & Organisation Development
- ▶ Leadership Trainers & Coaches
- ▶ Indigenous Leadership
- ▶ Community Programs

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 of 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 an 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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