

INDIGENOUS CAREER ADVANCEMENT WORKSHOP

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

10 - 11
SEPTEMBER

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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VIRTUAL!**

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be offering events
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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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NOW**

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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.



John Briggs
Director
John Briggs Consultancy



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.

Indigenous Career Advancement Workshop

10 - 11 September 2020

Online Delivery

Booking Form

Event Reference: ICAW0920A - O

Priority Code: I



Registration Information

Organisation Name

Address Suburb State Postcode

Booking Contact Information

Title Full Name Position Email Phone



Delegate Information

#	Title	Full Name or TBA	Position	Email
1				
2				
3				
4				
5				
6				
7				
8				
9				
10				



Your Investment

Options (per person)

Options (per person) Qty	Value Plus Rate Register and pay by 29 May	Super Saver Rate Register and pay by 12 June	Early Bird Rate Register and pay by 26 June	Standard Rate
Workshop	\$1695 + GST = (\$1864.50)	\$1795 + GST = (\$1974.50)	\$1895 + GST = (\$2084.50)	\$1995 + GST = (\$2194.50)
Discounted off standard rates :				All Prices listed in Australian Dollars
	Save up to \$300	Save up to \$200	Save up to \$100	

Group Discounts Available:	10% off Standard Rate Team of 3 - 4	15% off Standard Rate Team of 5 - 7	20% off Standard Rate Team of 8+

TOTAL incl GST

Conditions: Group Discounts apply for bookings made simultaneously. Only one discount applies. Group discounts apply to standard rates only. Group discounts are not applicable to Value Plus, Super Saver and Early Bird rates. Discounts cannot be applied retrospectively and must be claimed at the time of booking. Liquid Learning Group reserves the right to have sole discretion on an organisation's eligibility for discounts.
Note: Course materials included. Registration Options are per person only.



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Payment is required prior to attending this event.

- Credit Card
- Cheque (payable to Liquid Learning Group Pty Ltd)
- Electronic Funds Transfer
- Please invoice me:
Purchase Order No. #

Credit Card Details - Please charge my credit card for this registration:
Card Type Visa MasterCard American Express
Note: 2% surcharge applies to American Express payments
Card Number Expiry /
CVV Full Name as on card
Cardholder's Contact Number Signature X

Electronic Funds Transfer (EFT)
Please transfer funds directly to:
Westpac Account Name: Liquid Learning Group Pty Ltd
BSB: 032 002
Account No: 407 273
SWIFT Code: WPCA28
Amount
Please quote ref ICAW0920A - O and registrant name



Authority

Authorising Manager's Details: This registration is invalid without a signature

Name	Position	Phone	
Email		Signature	Date
		X	

Email this form to: registration@liquidlearning.com.au or Call us on: +61 2 8239 9711

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