

INDIGENOUS ENGAGEMENT & CAREER ADVANCEMENT WORKSHOP

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

CLIFTONS BRISBANE
6 - 7 NOVEMBER 2019

CLIFTONS SYDNEY
26 - 27 NOVEMBER 2019

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

BOOK
AND SAVE!

\$1000

BOOK AND PAY BEFORE
7 AUGUST 2019
TO SAVE UP TO \$1000

START YOUR LEADERSHIP JOURNEY!

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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 is 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. Over two days of interactive 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.

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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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

Exploring community engagement strategies

- ▶ Understanding the diversity of Indigenous communities - rural, remote, urban
- ▶ Exploring Indigenous governance structures

Getting comfortable with (sometimes) uncomfortable conversations

- ▶ Turning supportive processes with good intentions into demonstrative action
- ▶ Learning to have conversations that get traction
- ▶ Managing personal and professional morale in potentially challenging environments

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

Indigenous Engagement & Career Advancement Workshop

Cliftons Brisbane 6 - 7 November 2019

Cliftons Sydney 26 - 27 November 2019

Booking Form

Event Reference: ICAW1119A

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 | Attendance Date/s |
|----|-------|------------------|----------|-------|---|
| 1 | | | | | <input type="checkbox"/> Brisbane <input type="checkbox"/> Sydney |
| 2 | | | | | <input type="checkbox"/> Brisbane <input type="checkbox"/> Sydney |
| 3 | | | | | <input type="checkbox"/> Brisbane <input type="checkbox"/> Sydney |
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| 10 | | | | | <input type="checkbox"/> Brisbane <input type="checkbox"/> Sydney |



Your Investment

Options (per person)

Qty

Value Plus Rate

Register and pay by 7 August

Super Saver Rate

Register and pay by 13 September

Early Bird Rate

Register and pay by 18 October

Standard Rate

Workshop \$1995 + GST = (\$2194.50) \$2495 + GST = (\$2744.50) \$2695 + GST = (\$2964.50) \$2995 + GST = (\$3294.50)

Discounted off standard rates :

Save up to \$1000

Save up to \$500

Save up to \$300

All Prices listed in Australian Dollars

| Group Discounts Available: | 10% off Standard Rate | 15% off Standard Rate | 20% off Standard Rate | 25% off Standard Rate |
|----------------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| | Team of 3 - 4 | Team of 5 - 7 | Team of 8 - 9 | Team of 10+ |

| | |
|----------------|--|
| TOTAL incl GST | |
|----------------|--|

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Note: Course materials, refreshments & lunches are included. Travel and accommodation are NOT included. Registration Options are per person only.



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Payment is required prior to attending this event.

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Westpac Account Name: Liquid Learning Group Pty Ltd
BSB: 032 002
Account No: 407 273
SWIFT Code: WPAU28

Amount

Please quote ref ICAW1119A and registrant name



Authority

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

Name Position Phone
Email Signature Date

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

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