Indigenous Consulting Group

Direct Impact.

Cultural Competency

Commercial and government organisations throughout Australia are now recognising the significant benefits of providing cross cultural awareness training to their staff, at all levels. This applies particularly to organisations that employ Aboriginal people or work with Aboriginal clients.

The benefits are tangible and very real in financial terms, as a result of the better and more harmonious workplace relations and mutual understanding that results, and the overcoming of misguided perceptions and prejudices that so often applies to Aboriginal social and workplace practices. Teamwork improves, happier workplaces result, and in many situations workplace performance and output lifts significantly.

The programs place importance on barriers to Cross Cultural Awareness, while building a self-awareness of the participants' own Cross Cultural Awareness style, skill and effectiveness. The program also explores complex issues related to attitudes and behaviors and the inter-relationship between cultural perspectives and communication barriers.

Participants come away from our courses with a strong sense of fulfilment, satisfied that they now have a much more enlightened understanding of Indigenous people and their culture, practices and outlook.

A good cross-cultural course will take people to a level of cultural sensitivity not experienced before.

The aim must be to ensure that learning becomes embedded in the actions of people after the course to embed the learning from the course in the everyday actions of individuals from all cultures.

Our training solutions are designed to enhance the effectiveness and engagement of your staff in order to increase outcomes with Indigenous clients and community. This can only be achieved through a 'change in attitudes' which then leads to a 'change in behaviour'. Our unique cultural awareness courses are designed together with organisational psychologists to maximise this attitudinal and behavioural change.

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Cultural Awareness - 4 Hours

This program is designed to raise awareness and understanding of Aboriginal traditional societies and evaluate historical and contemporary factors and issues. We use experiential learning models to enhance understanding of Indigenous culture and key historical events that are significant in today's society and workplace.

Key Outcomes

1. Raises awareness and understanding of Aboriginal traditional societies and evaluate historical and contemporary factors and issues;

2. Explore the diversity of Indigenous communities and how their history relates to health and well-being, employment and social inclusion today;

3. Highlighting the benefits of cultural awareness and linking these to the Company's development and direction as a leading organisation and preferred employer.

Cultural Communication – 1 Day

We move beyond cultural knowledge and awareness to gain a greater understanding of cultural communication to give people tools to inter-cultural communication and assist individuals and organisations to become skilled in working, interacting and negotiating with Aboriginal individuals and communities.

Key Outcomes

1. Improved communication, both face-to-face and through technology;

2. Tips on do's and do not's when engaging with Aboriginal people;

3. Encourage participants to reflect and evaluate their own attitudes, beliefs, habits and expectations in a culturally diverse environment;

4. Raises awareness and understanding of Aboriginal traditional societies and evaluate historical and contemporary factors and issues.

Cultural Competency – 2 Days

Commercial and Government organisations throughout Australia are now recognising the significant benefits of providing cultural competency training to their staff, at all levels. This applies particularly to organisations that employ Indigenous people. Many companies learn to engage with Aboriginal people's cultures through trial and error, and this can be a slow and expensive process where mistakes can have long-term impacts. The Cultural Competency course ultimately aims to increase an organisation's Cultural Competency in the context of Aboriginal culture. Our multi-layered methodology is designed to provide a corporate and long-term strategic approach to the management of Indigenous issues by providing a platform for consistency, consolidation, coordination and standardisation. The Cultural Competency course can be tailored to the needs of individual companies and organisations circumstances, and different regions, by engaging with the local Indigenous people with the view of the Traditional Owners co-facilitating with the ICG lead facilitator.

Key Outcomes

1. Raises awareness and understanding of Aboriginal traditional societies and evaluate historical and contemporary factors and issues;

2. Increases respect and acceptance of cultural diversity in Australian society specifically with regard to Aboriginal people and cultures;

3. Consider inter-cultural communication and assist individuals and organisations to become skilled in working, interacting and negotiating with Aboriginal individuals and communities;

4. Encourages participants to reflect and evaluate their own attitudes, beliefs, habits and expectations in a culturally diverse environment;

5. Explore the diversity of Indigenous communities and how their history relates to health and well-being, employment and social inclusion today.

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