Working in Central Australia Course
Institute for Aboriginal Development (Aboriginal Corporation) – IAD
1 or 2 day course

Corporate and public organisations in Central Australia operate in a multi-cultural environment. One of the cultures is the Australian Aboriginal culture. Working with a Central Australian Aboriginal client, colleague or supplier, interaction with people from Aboriginal cultures is an everyday occurrence in Central Australia. But are organisations preparing their people to deal with the challenges of working and in a bi-cultural environment? Research has shown that providing cultural training to employees who are tasked with working in a culturally diverse environment can significantly reduce the risks inherent in this type of interaction.

The lack of cultural awareness preparation has many levels of impact - from an embarrassing moment between individuals, to a breakdown in inter-company/organisation communication to a lost accord and Aboriginal disengagement. The price of inadequate cultural awareness is easily avoided by attending one of IAD’s culture training programmes.

Here at IAD’s, we have more than 40 years’ experience of assisting organisations and individuals to develop intercultural skills and become culturally competent in a complex culturally diverse environment. Our culture training will ensure you are equipped with the practical tools and techniques necessary to live and work in a bi-cultural environment.

Why Work in Central Australia

Central Australia’s immense geographical beauty, multiculturalism and diverse population have created a land of cultural fusion and huge opportunity. Alice Springs ‘s strong economy encompassing developed tourism, services industries and a multilingual workforce have made Alice Springs one of the most attractive work places in the Australia. In order to fully comprehend the complexity of this city and fully benefit from working and living in Alice Springs, it is essential to gain an understanding of the underlying concepts of its culture and work etiquette, particularly the Aboriginal culture.

IAD’s cultural awareness courses are ideal for individuals and teams who wish to develop strong work ties and relationships with Central Australian Aboriginal people, who are your colleagues, clients and partners. Doing an IAD course will help you understand and develop innate skills that result from being bi-cultural which may help solve central problems in multi-cultural teams, including managing conflicts and boundary spanning across cultures through a combination of in-depth background information and hands-on practical tips and work place solutions.

Perception of time, relationship with hierarchy and tendency to work alone or in a group are just a few things that are closely related to core cultural values. Bi-cultural team members need to analyse and understand the impact of their own values on working diverse cultures and be able to adapt accordingly to the diverse-cultural values and attitudes of team members. This adaptation process takes time and requires a high level of cross-cultural

Strong People - Strong Culture - Strong Futures
awareness and competence. A lack of bi-cultural awareness may result in cultural incidents and misunderstandings which will ultimately impede the team’s output and performances.

Benefits

Working in Central Australia course will provide you with:

- Framework for understanding what motivates Aboriginal peoples
- Greater awareness of Aboriginal culture
- Practical strategies for working more effectively with Aboriginal counterpart
- Better understanding of the potential issues and solutions involved in working in Central Australia

Who should attend

Working in Central Australia course will be of benefit to you if you are:

- Considering working in Central Australia
- Looking to establish working partnerships with Aboriginal counterparts, your colleagues and clients
- Employing Aboriginal people within your organisation

Course Content

IAD training courses are designed to meet the specific needs of our clients depending on their particular requirements and existing skills set. A Working in Central Australia course typically includes:

- Socio-economic, historical and political overview of Central Australia
- Central Australian Aboriginal culture and values including language, beliefs and customs
- An overview of the current Central Australian work environments
- Central Australian work culture values and attitudes: individualism, openness, egalitarianism
- Management and working styles for working in Central Australia
- Communication, meeting and negotiation styles when working in Central Australia
- Challenges and solutions for establishing relationships and working in Central Australia

Approach

Working in Central Australia programmes are available five days a week, Monday to Friday, starting 21 May 2012, at our training centre 3 South Terrace, Alice Springs. We usually recommend a one or two day course but can also offer a more flexible format to suit your schedule.

Suitably tailored materials will be used throughout your course and your trainer will provide a balance of structured input and discussion of case studies and scenarios relevant to your own particular context.
The most appropriate training format, content and approach for your *Working in Central Australia* course will be discussed during your diagnostic consultancy.

**Working in Central Australia Course Trainer**

Your *Working in Centralia Australia* trainer will be assigned to you following the results of your diagnostic consultancy according to your objectives and areas of focus. Detailed below is the profile of a member of our Alice Springs Bi-Cultural training team.

**Janice Harris**

Janice is an Alice Springs based specialist in the fields of bi-cultural training. She has devoted her career to supporting Aboriginal and Non Aboriginal individuals and families with personal and professional bi-cultural issues. She is a Native Title Holder of the Aboriginal Antulye Estate, born in Alice Springs and has lived and worked as a teacher and manager in Adelaide, Perth and Darwin.

Janice’s professional background includes teaching, human resource and business management, training and development. During her twelve years career as a bi-cultural trainer, Janice has developed and delivered individual bi-cultural orientations and group cultural awareness programmes.

Janice fills her training programs with significant contributions from Arrernte Native Title Holders - *Kwertengerie and Apmereke – artweye* who have acknowledged and recognised responsibilities accordance with acknowledged traditional law and observed traditional custom in relation to the Arrernte Nation.

**Cost**

$340.00 per person for 1 day course

$599.00 per person for 2 day course

**Contact Details**

To request a diagnostic consultancy.

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