



bridgewaybarnes+associates



30888QLD CERTIFICATE IV IN MENTORING DIVERSE CULTURES (INDIGENOUS MENTORING)

A Tribal Warrior and BridgewayBarnes and Associates joint initiative.

- ▶ *Bridging the ancient cultural tradition of guidance through elders with modern education, learning and industry requirements.*
- ▶ *Empowering participants with mentoring skills, knowledge and a deeper understanding of the business environment.*
- ▶ *Enabling mentors to work alongside employers and Indigenous employees to help increase the retention rate of Indigenous Australians within the workforce.*

For course content details, enrolments and further information please contact:

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RTO # 2441

Connecting the Community



We are Indigenous Human Resources specialists

Many Indigenous Australians are job ready and are looking for an employment opportunity with an inclusive organisation. We believe that many other Indigenous Australians need assistance to overcome life barriers that limit their opportunities education, employment and independence.

Our mentoring program, our Human Resource Development programs and our partnerships are a recipe to channel change in the lives of people through learning and support.

This course is made up of **ten units of learning** and is delivered in workshop style; however this is flexible.

We work with your business to gain an understanding of your ethos, strategic direction and role requirements first. The learning can then be adapted to suit particular business and community needs.

Workshop 1 identifies Indigenous culture. We cover the history of Indigenous Australians in the workplace and we draw on your own awareness of other cultural realities in work practice. We identify and discuss the correlation between culturally specific communication strategies and communicating in Australian workplaces. We talk about how bridging identified communication methods is important in sustaining employment.

Workshop 2 looks at how people learn and the need to “learn how to learn”. We address culturally appropriate learning styles – establishing goals and identifying and addressing barriers to learning. We discuss how we can implement diverse strategies to assist those being mentored to remain focused and/or to re focus.

Workshop 3 describes how we manage and transfer knowledge and information along with any associated risks. This workshop covers how recruitment practices and processes assist Australian Indigenous people into work and how we provide ongoing support. We look at how teams work and how we provide those being mentored with necessary workplace information - the day to day requirements of an employee.

Workshop 4 establishes the framework and management of a mentoring and a coaching program. We address roles and responsibilities; how to develop tools and methods to support programs; conflict resolution; timelines; and occupational health and safety. We stress the importance of evaluating programs and documenting the process of change.