



# FIRST PEOPLES LEADING

Empowering First Peoples With Leadership  
Confidence And Capability





## Thirriwirri and Executive Central

Developing the confidence, capabilities and connections to successfully transition and thrive in leadership roles is critical to achieving tangible, long-term improvements in the social and economic outcomes experienced by First Peoples, their families and communities.

Often motivated more by aspiration than ambition, many First People possess the hallmarks of good leadership – purpose, resilience and humility. Yet First People are likely to face a number of unique challenges that must be anticipated, managed and ultimately leveraged in order to realise the purpose that drives their leadership aspiration.

These include:

- Being expected to maintain the trust and confidence of, and advocate for, their community, whilst representing Government/Board policy decisions – often in a complex and contentious environment.

- Understanding the difference between formal and informal authority, and how and when to move between them.

- Being promoted through their careers to a range of specialist First People service/program roles, without the opportunities to broaden and mainstream their management or leadership experience.

Executive Central and Thirriwirri recognise these challenges and have partnered together to deliver this program. We each recognise the benefits of empowering First People leaders and are excited to be bringing this program to you.





## AIMS OF THE PROGRAM

The team delivering this program includes First Nations people with real and extensive senior leadership experience, who will share their unique insights and tips for overcoming the assumptions, attitudes and biases that too often create barriers to First Peoples' succeeding in senior leadership roles.

The program is specifically tailored to deliver improved leadership and management skills and foster:

- Sound theoretical understanding, combined with practical advice on how to survive and thrive in leadership roles

- Greater level of self-awareness and understanding of the impact of emotional intelligence

- High level facilitation, negotiation and influencing capacity

- High level skills in leading teams and building a culture of high performance

- Learning from each other's experiences and approaches to common leadership issues

- Pragmatic implementation of learning skills into the workplace

## PARTICIPANTS

Participants should either be in leadership roles, or have the qualities and aspiration to be in a leadership role in the future.



# BENEFITS TO PARTICIPANTS

The program is delivered in a safe digital environment that encourages expression of thoughts and ideas. The program also provides a platform for First People leaders and managers to discuss and resolve the unique range of issues that they face.

In between group workshops, participants will be expected to complete their individual learning actions and self directed learning through an electronic magazine. Participants are also expected to meet with a coach on Zoom for three coaching sessions.

Participants will develop new and sustainable skills due to the extended format of the program and its emphasis on practical implementation and on-the-job actions.

Participants will not be taken out of the workplace for lengthy periods of training due to the shorter “group workshop” and “peer support” structure of the program, which ensures that the everyday work environment is the real classroom.

Participants will develop a common leadership language that will enable them to better communicate with and support each other on any issues relating to leadership.

Participants will experience first-hand many simple but effective techniques that can immediately be applied in the workplace.

As participants put into practice the strategies they develop during the program, the impact of these strategies can be immediately observed and measured.

Participants will continue their learning and networking through the relationships and bonds they make in the group



# PROGRAM FORMAT

## INDIVIDUAL NEEDS ANALYSIS

Each participant will undertake an online leadership survey using the Gallup Strengthsfinder to identify their individual strengths. Each participant will also undertake a self-assessment with their manager/supervisor to identify specific learning goals.

## ON-LINE GROUP WORKSHOPS

The group will attend 7 X 2-hour online sessions fortnightly.

The following modules will be covered:

**WORKSHOP 1**  
LEADERSHIP AND AUTHORITY

**WORKSHOP 2**  
PURPOSE

**WORKSHOP 3**  
INFLUENCE AND IMPACT

**WORKSHOP 4**  
DIGNITY AND AUTHENTICITY

**WORKSHOP 5**  
LEADING WITH INTENT

**WORKSHOP 6**  
LEADING FOR IMPACTFUL CHANGE

**WORKSHOP 7**  
THRIVING MOVING FORWARD

## SELF DIRECTED LEARNING

Prior to each workshop participants will be required to undertake some self-directed learning which will cover watching short videos, reading articles and some self-reflection.

Group workshops are all conducted via Zoom.

## 1:1 COACHING

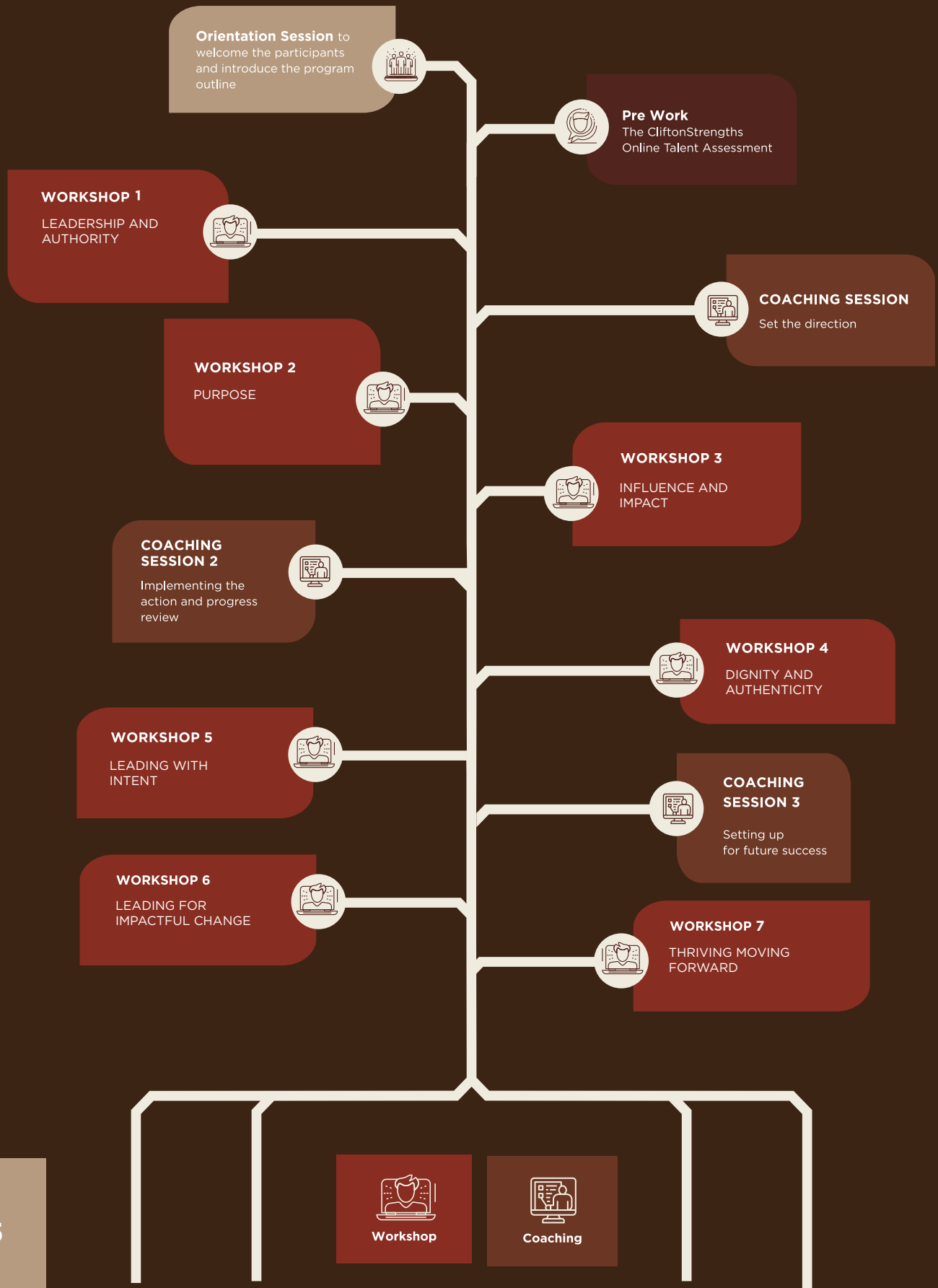
During the program, each participant will be allocated an Executive Leadership Coach for 3 x 1 hour sessions to focus on the application of knowledge learnt in the group sessions and to prepare an individual leadership plan. Participants have access to access to First Nations coaches, who are leaders with extensive senior executive experience and insights.

## INVESTMENT

The investment for this program is **\$5500** (exc GST) and includes all materials, coaching and mentoring support.



# FIRST PEOPLES LEADING PROGRAM PATHWAY







Executive Central's objective is to assist leaders, managers and their organisations to achieve excellence in leadership. The Executive Central team comes from a strong background in senior leadership roles across a broad range of sectors, and has extensive experience working with senior First People leaders in both group leadership workshops and 1:1 leadership coaching.



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# Thirriwirri

Confidence · Capability · Connection

Thirriwirri is a 100% Aboriginal owned and operated organisation formed for the purpose of supporting First People communities and others to build the confidence, capabilities and connections to work together differently to achieve improved outcomes. The Directors of Thirriwirri have a combined 40 years senior executive experience, leading multi-disciplinary teams, strategy and reform across a range of complex policy areas.



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