



Aboriginal Cross Cultural & Intelligence Awareness Training

Our Aim

At Yaran we are focussed on providing benchmark training with regard to Cross Cultural inclusion, diversity and its understanding and application in the work and community environment. Our training has been developed in response to an ever changing and increasingly complex native title, heritage and cultural environment and the development of complex agreements between Aboriginal and Torres Strait Islander peoples and Government, the resource sector and developers.

We aim to assist Indigenous people in participating in economic and workplace involvement through direct employment. We aim to improve a company's ability to deliver outcomes to their clients while ensuring that cultural independence and integrity is maintained.

We currently assist clients in making appropriate work based decisions relating to a number of employment, social and economic issues in a culturally acceptable manner.

Meeting your needs

We understand that companies have certain core corporate philosophies and in keeping with that our advice will ensure that the company is able to cater for Aboriginal employment and cultural

sensitivities when developing business opportunities.

The relationship will provide a team approach involving experienced professionals who will combine their technical expertise with a strong client ethic. The training is designed to assist and promote Aboriginal and Torres Strait Islander involvement and understanding in your business, development and sustainability.

We provide training for supervisors and managers so they can deliver cultural integrity and diversity in the work place and promote and support indigenous employees in the workplace.

We also provide training for all staff to ensure that they work in harmony with Indigenous staff and vice versa to get the best productivity given your employment and business policies and procedures and business requirements.

Yaran was formed as a result of a desire to provide more economic and culturally acceptable client specific services. Our understanding, specialist knowledge and experience of Aboriginal and Torres Strait Islander needs ensures that Yaran is able to provide relevant advice and practical solutions.

Cross Cultural Awareness and Intelligence Training

Our training aims to provide an overview of cultural issues to assist with stereotyping worries, misconception of body language

and establishing relationships and trust. We also aim to provide an understanding of family values, ways of communication, language, individual and collective responsibilities, taboos and prohibitions, sorry business requirements, the justice system, family history, connections and responsibilities and community politics.

We aim to provide an understanding of historical timelines and the extent of mistrust Aboriginal people have endured, an overview of the stolen generation, information as to family interaction and problems for people living away from home, current statistical data and issues surrounding health issues for Aboriginal people.

We can assist in implementing performance expectations and changes to policy and procedure with regard to specific indigenous policy consistent with the organisation's objectives, values and practices.

We hope through this training that practices can be developed that acknowledge diversity and encourage a workplace to foster empathy, respect, and collaboration. We also provide encouragement and advice to support personal and employee goals and professional development.

Mentoring

We also have the ability to provide a workplace specific mentor to assist with day-to-day work requirements for indigenous employees.

The **mentor** can also provide management, supervisors and staff with the tools to manage family and community relationship issues.

Our commitment

Through the talent and skill of our professionals we can make a significant impact in improving performance and the ability to add value to every opportunity.

Clients

Our team members are all Aboriginal and have worked within the government, public health and the mining and resource sector developing employment and business strategies. They have assisted with economic and mining negotiations and agreements between resource companies and Native Title claimants.

Yaran has provided training for the following organisations:

- Boulderstone SA (Lendlease Group) Adelaide office – 100 plus staff and contractors
- Westminster College – 70 staff
- Department Further Education Employment Science & Training – industry clusters
- Insolvency Trust of Australia Adelaide Office
- Intercontinental Hotel Group Adelaide - 400 in house hotel staff
- Netball SA – management and staff
- Department of Defence Canberra
- Australian Healthcare Associates
- Perpetual Private (Corporate Sydney & Adelaide)

Contact details

Rick Callaghan

Director
Mobile 0419 858 213
Email: rick@yaranbiz.com.au

Yaran Business Services Pty Ltd
www.yaran.biz

Adelaide Office:

4b, 69 Sir Donald Bradman Drive
HILTON SA 5033
Ph +61 8 8234 5700
Fax +61 8 8234 5600

Mailing Address:

PO Box 2286
HILTON PLAZA SA 5033

**Yaran is Supply Nation
accredited.**

