

G Cole Consulting (GCC) is a 100% owned and operated Aboriginal Business established by Noongar Leader Mr Gordon Cole and is endorsed by Elders. It incorporates Aboriginal and First Nations philosophies within a modern framework resulting in inter-cultural learning. It engages holistic learning processes that combine social, cultural, spiritual, emotional, behavioral, political, economic and historical factors.

GCC activities include facilitating the delivery of continuous social care to Aboriginal people by their community.

GCC is particularly concerned with the construction of Aboriginal pride through ceremony, ritual and heritage. It is of the view that young people have limitless leadership capacity with the appropriate positive engagement. It fosters community leadership, personal development, and cultural development.

GCC privileges Australian Aboriginal knowledge in a westernized context, and fosters a participant centred learning process. Other activities include incubation facilities for Aboriginal entrepreneurs, cultural competency training and broader leadership development activities.

GCC is an acknowledged Aboriginal leader in improving personal, professional and organisational performance in the private, government, and education and community sectors.

By focusing on the impacts of leadership and culture on performance, GCC provides clients with the knowledge and practical tools to bring about sustainable and positive lasting change within their organisation.

Key Products and Services include;

Aboriginal Affairs

- **Cultural Intelligence** – Using the Philosophy of ‘Working Together’

Target Audience:

Frontline Managers, Supervisors, Team Leaders and General Staff

Engagement Process:

1-2 day workshops to run every quarter with Master Classes implemented when identified

1-2-1 Management Coaching Support available 1 day per month.

Aim:

To explore The How, What to change & Learning the Tools for practical application in Managing, Supervising and communicating with Aboriginal and Torres Strait Islander staff. (Diversity)

- **Community Engagement and Development**

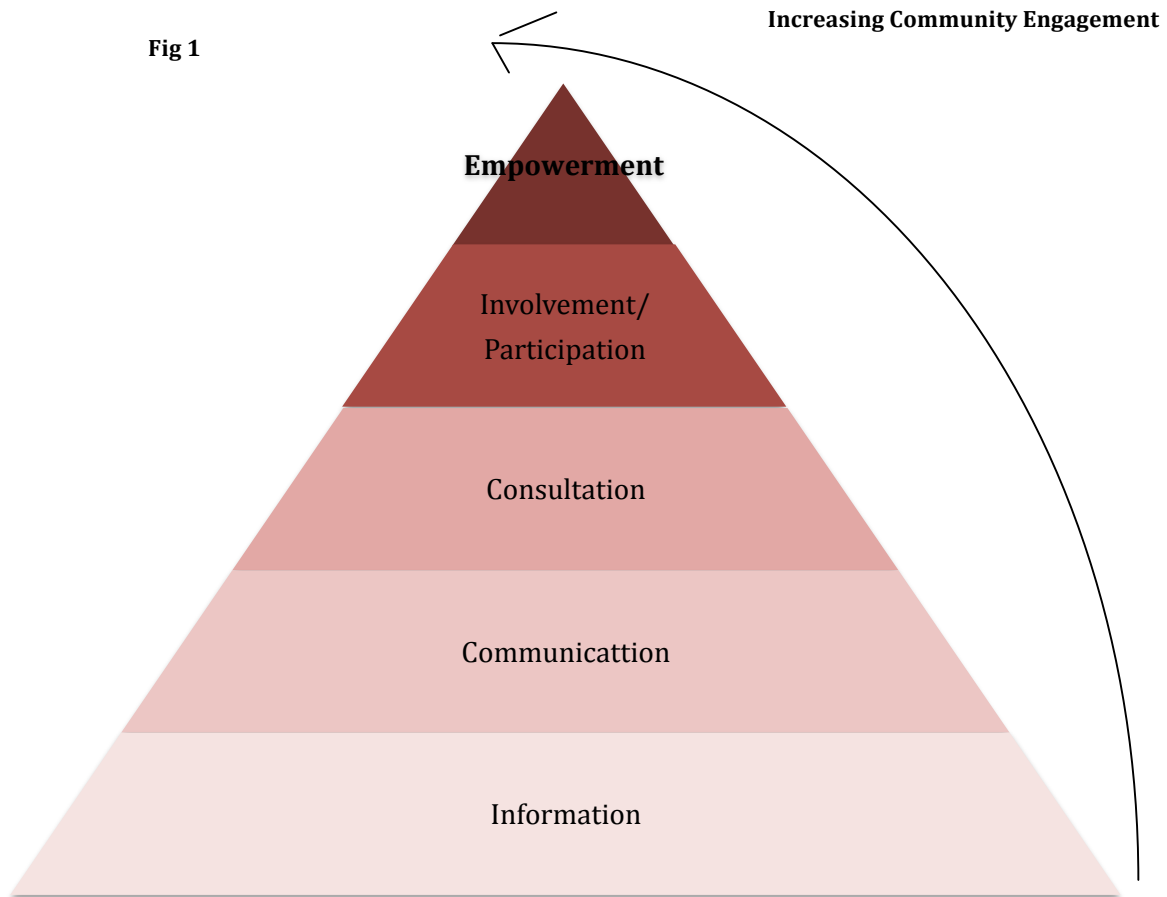
A community engagement and development framework for Aboriginal and Torres Strait Islander Affairs would include the following ten principles or criteria. Reconciliation Australia has previously referred to these as the ‘ten things that work’ in Aboriginal and Torres Strait Islander Affairs:

1. Genuine engagement with communities in designing, developing and implementing policies
2. Active and well-supported Indigenous led decision-making in program design
3. Grass-roots, bottom-up approaches that knit together local knowledge within a national framework
4. Local and region specific programs that are tailored to the needs of particular communities rather than one size fits all approaches
5. Investment in and support for local Indigenous leadership
6. Long-term investment in strengthening communities at a local level to decide and manage their own lives
7. Programs and policy approaches that are geared towards long-term achievements
8. Real investment of dollars and people based on need and ongoing support for programs that work
9. Regular and independent public evaluation of government programs and policies to make sure we learn from mistakes and successes
10. Co-operative approaches by State, Federal and Local governments and their agencies which reduce the burden of duplication and red-tape on community organisations.

The diagram in fig 1 (below) represents the working ethos, which underpins the way in which G Cole Consulting engages people in order to determine and meet their needs.



Fig 1



We engage with our community in a variety of ways. We recognise how important is to adopt the mode of engagement most relevant to the situation we are faced with, and the outcome we seek. Understanding what works with different cultures and individuals is critical to successful development and delivery of services. Knowing where people are at is the key. If a group of people feel they have been consulted to death, they're not going to want more consultation, they're likely to want **Involvement** and what comes next (**Action**)!

- Information:** We recognise that the quality and relevance of the information we provide, and how people access it, will have a significant influence on how service user interact with our service representatives
- Communication:** The term covers a wide range of activity both internal and external to our organisation, from key working, and care plan development to news and information about a range of packages, unlike information giving, communication is about a dialogue or two way process, very different from consultation, which is about expressing a view on a particular proposal, usually at the request of the organisation commissioning or providing a service.
- Consultation:** Helps to give people the opportunity to be heard, willingness to consult and act on the results is an indicator of a mature and open organisation, consulting with and feeding back to young people, and those with whom we work in partnership, is essential how we function as an organisation.
- Involvement:** Gives people in the community an opportunity to influence how their services are developed managed and delivered, taking decisions about prioritising resources and allocating funds.
- Empowerment:** Means letting go and being prepared to let those, for whom the provision is being established, guide and advise us on how to best meet their needs. G Cole Consulting is constantly refining its processes and structures in order to ensure service users in our communities – especially young people-are empowered.

The above process is also utilised when dealing with all communities regardless of cultures, backgrounds and experiences where a flexible and adaptive approach is required which incorporates and is respectful of Diversity.

Program and Service Reviews

GCC's vast experience in government and non-government settings ensures quality program and service reviews. GCC has conducted a number of programs and service reviews across a range of sectors and is well placed to assist your organisations review requirements.

Business and Enterprise Development

GCC supports and assists Aboriginal Business Enterprise and Development along with providing incubation facilities for Aboriginal entrepreneurs.

Reconciliation Action Plans

Provides support and facilitates the development of Reconciliation Action Plans for Organisations and Companies to meet a range of objectives and aims guaranteeing successful outcomes in best practice.

Aboriginal Participation Strategies

Provides support and facilitates the development of Aboriginal/Indigenous Participation Strategies for clients ensuring successful recruitment, employment and training outcomes along with community engagement and development, cultural events/activities and business initiatives being effectively implemented.

Facilitation

GCC's personnel are very successful facilitators with many years of community, local, regional, state, national and international experience across a range of areas. For all your facilitation requirements GCC provides a secure, caring, safe and comfortable environment with outstanding results.

Cultural Heritage

Provides quality Cultural Heritage services, being respectful and sensitive to Aboriginal and Torres Strait Islander cultures.

Governance

GCC provides quality support, guidance, development and education awareness along with mentoring and coaching in all aspects of Governance from community to corporate level.

Corporate and Government Relations

GCC can provide all your corporate and government relations requirements with outstanding results due to our experience drawn our very extensive links and network base across all sectors.

Coaching

GCC Supports, Inspires and develops people to set personal and professional goals and achieve them – from community to corporate levels, one-on-one and group coaching is available, If you want individual life coaching, group or team success then this service is guaranteed to have the impact identified for success!

Mentoring

Provides participants with the necessary skills, tools and knowledge to move from potential to performance. By providing one to one or group/team mentoring true potential can be realised, GCC is very successful providing mentoring to individuals and teams that have achieved outcomes beyond expectations.

Leadership Development

Youth Leadership, Personal Leadership, Organisational Leadership and Community Leadership are areas of leadership that GCC focuses its services ensuring people, organisations and communities understand where they are at in their leadership journey.

GCC provides participants and client agency staff information and knowledge on WHAT to CHANGE, HOW to CHANGE and The TOOLS for CHANGE in a caring, secure, safe and comfortable environment.