



Pindarri ©

PINDARRI

COMES FROM THE NATIVE GAMILAROI LANGUAGE
IT MEANS “COMING TOGETHER.”

Pindarri continuously exceeds expectations around improving equality for Aboriginal & Torres Strait Islander people in Australia. Pindarri seeks to improve equality through Cultural Appreciation, Cultural Translation & Strategic Workforce Development.

At Pindarri, we believe employment is critical to the economic freedom of all Aboriginal and Torres Strait Islander people. As levels of employment rise, so too does our capacity to participate fully in our communities, make our choices and determine our futures.



Cultural Appreciation

In traditional Aboriginal culture, your wellbeing is an integral part of your identity. Spirit, respect, cooperation and resilience. Without nourishing the things that make you who you are, you are less than your best self. The same goes for your business.

Pindarri recognizes that we are all shaped by our cultural background, which influences how we interpret the world around us, perceive ourselves and relate to other people.

You don't need to be an expert in every culture or have all the answers to be culturally aware; rather, cultural awareness helps you to explore cultural issues more sensitively. The Program allows participants to explore other cultures, in this instance Aboriginal and Torres Strait Islander, including cultural issues with sensitivity and respect.

Walking in Two Worlds

At one time, this was only one world, and it belonged to our people. For Aboriginal people to survive in today's society we have to have the ability to 'Walk in Two Worlds'. We find ourselves struggling to hold on to as much of both worlds as possible.

Pindarri allows program participants to explore their culture with sensitivity and respect. It is important for many Aboriginal people to gain a foothold in the non-Aboriginal world while maintaining their position and ties to traditional ways of being. Pindarri offers this and more. A key component of the Pindarri program is connecting people with their cultural roots. Pindarri strives to improve social-emotional skills, personal responsibility, and positive identity.

The Walking in Two Worlds Program encompasses employment, living a healthier active lifestyle, nutritional & dietary advice, financial & budgeting skills, self-promotion, presentations skills and group exercise just to name a few.



Organisational Development

Building workforce capacity

- Tailored recruitment to ensure workforce sustainability
- Improved identification of current and required skill sets in order to meet the organisations needs now and into the future
- Assistance to improve overall quality and effectiveness of service provision and improve organisational outcomes
- Provide a greater capacity for professional development and learning
- Provide improved career pathways and recognition for employees

Enhancing workforce capability

- Proactive development of internal mentoring relationships
- Provision of support, guidance and encouragement for employees
- Succession planning and talent management programs
- Implement and support learning and development programs
- Development and support for human services
- Ensuring adequate rewards, promotion and recognition



Ability Options CEO Fred Van Steel and Pindarri Director Bradlee Commins 2016

Development of Organisational Policies and Procedures

- Identification of organisational development needs/priorities
- Development and revision of policy and legislation to ensure effective and efficient functioning of organisations
- Effective negotiation to create sustainable change and innovation in work practices

Development of Reconciliation Action Plans (RAPs)

- Identification of how an organisation can commit and contribute to reconciliation in Australia
- Development of an action plan for an organisation to commit, implement and measure practical actions that build relationships and create opportunities for Aboriginal and Torres Strait Islander peoples.

Mentoring

Pindarri Mentoring

The Pindarri mentoring program is a grass root holistic exercise, assistance, and referral program designed to help Aboriginal and Torres Strait Islander people of all ages.

It's all about forming good habits, guiding by example, acknowledging our achievements and being inclusive.

Pindarri provides a service that:

- Ensures Aboriginal and Torres Strait Islander people are involved in a process that identifies, in advance, challenges that could have an impact on retention in their training and/or employment.
- Proactive in assisting with identifying solutions and plans to prevent and overcome challenges
- Provides role models who can help to achieve their employment goals
- Fosters organisational learning and strengthens the desired learner's behaviours
- Assists to increase self-awareness of individuals strengths and weaknesses
- Enables participants to identify options for development and career progression
- Assists in breaking down the barriers between Aboriginal and Torres Strait Islander people, their employer and workplace

The Benefits of Workplace Mentoring

It is expected that Aboriginal learners participating in the Pindarri mentoring program will obtain some or all of the following advantages:

- The assistance needed to retain and complete their training
- Increased self-confidence
- Greater job satisfaction
- Development of professional direction
- Increased networking opportunities
- Increased awareness of possible future career possibilities in leadership and management roles
- Improved interpersonal and communication skills

Pindarri Mentoring achieves consistent results through their personalised mentoring program focusing on all aspects of an individual's life. This holistic support assists individuals not only overcome their personal barriers but thrive in their professional pursuits.

Community Development

Pindarri is known for its integrity and respect when it comes to creating and maintaining relationships. Pindarri's Community Development is focused on forming relationships and sustainable partnerships between local Aboriginal communities and Government, Corporate or Not for Profit organizations. This collaborative approach allows for a positive exchange and successful outcomes for all parties.

Pindarri has;

- Assisted the Environmental Protection Authority create relationships with Aboriginal communities around environmental cleanliness of the discrete Aboriginal communities formally known as missions and reserves.
- Facilitated Healing Programs in partnership with Prime Minister and Cabinet for a South Coast community where fractioned relationships existed.
- Worked with MPS Medicinewise General Practitioners and Specialists to ensure correct cultural communication and best practice when working with urban and semi remote communities.
- Provided support to the Sydney North Health Network through giving them a better understanding of the social determinates of Aboriginal Health. This includes how to break down barriers and perceptions to give practitioners their tools to increase their sustainable health outcomes.

Pindarri also provides, but is not limited to;

- Academic advice
- Executive Level Life coaching and development
- Representation at conferences and key note speakers



Partners of Pindarri

AbilityOptions



aftercare



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