



# iCulture360

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Transforming cross-cultural  
leadership



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## About Nganya

Nganya provides a people and relationship-focused approach to better community engagement to ensure two-way relationships are nurtured with Aboriginal communities. We support and stretch leaders and organisations to make valuable contributions that achieve sustainable social change for equitable outcomes.

We consult on and provide advice that is transparent, informed and purposeful for the individuals and teams within the organisations we collaborate with, and the communities they are connected to. Our work is effective and long-lasting because our focus is not on 'doing the work' but committed to building the capability of organisations to have greater clarity, confidence and connection to the work they do in partnership with Aboriginal communities.

Nganya's commitment is to support corporate change-makers to be more conscious, curious and courageous in their leadership and the collaborations they initiate with communities. We are determined to elevate thinking and action beyond generic and transactional engagement to more robust, targeted and outcome-focused partnerships.

We provide culturally sound and strategic advice to organisations and leaders on reform, social policy design, performance and program monitoring, stakeholder engagement and consultation. In addition to this we specialise in the design and implementation of Reconciliation Action Plans and/or First Nations Strategies.

Nganya is a 100% Aboriginal, female-owned and operated business committed to delivering high-quality service and advice to our clients. We are focused on collaborations with purpose and community impact.

## What is iCulture360?

iCulture360 is our specialised and tailored program helping leaders enhance their knowledge, experience and skill set around cultural capability for greater influence and impact within their organisations.

The program explores skills capability, unconscious bias, personal attributes for effective leadership, work collaboration within teams, people development and management, and business enablers.

iCulture360 is not transactional. We are focused on and committed to transformational leadership that engages people and organisations in conversations about the root cause of organisational challenges and limitations on working in partnership with First Nations staff, stakeholders and communities.

## Why iCulture360?

For a workplace to be reflective of purposeful diversity, inclusion and equity, we must ensure our systems, policies and processes recognise and understand the importance and value of the differences in people, community and culture.

However, a challenge many leaders experience is knowing 'how to practice' greater inclusion and respect, beyond the visibility of intention.

If our workplaces are to host conversations and behaviours that are educational and informative, and demonstrate empathy and a commitment to social justice; cultural diversity and thought leadership is critical to workplace culture.

iCulture360 embeds First Nations worldviews and explores the principles of connection, culture and wellbeing within leadership methodologies. We strengthen leaders' ability to achieve their full potential by recognising and valuing differences in the people and communities they are connected to, including the people and teams in their workplace.

## Who is iCulture360 for?

iCulture360 equips non-Indigenous managers, senior leaders, human resources, talent acquisition, and learning and development professionals with the knowledge, skills and experiences to effectively engage with and build positive and impactful relationships with Aboriginal staff and stakeholders. Leaders in our program are often seeking advice and support on the following questions.

- How do I navigate unconscious bias within my workplace?
- I'm afraid of getting it wrong and offending someone.
- How do I support my Aboriginal staff to grow and develop within the workplace?
- I don't understand the cultural needs of my team members.
- How do I build cultural safety in the relationships I have with my Aboriginal staff?
- I want our organisation to be an employer of choice for Aboriginal people, how do we make that happen?
- Sometimes I need to have tough conversations with my team members but I'm not sure how to do it.
- What are the differences in the way leadership looks and feels to Aboriginal people and communities?
- I want our team and organisation to have more Aboriginal leaders, how do we support this?

## Learning outcomes

iCulture360 helps people and organisation leaders to gain the knowledge, skills and experience to embed culture in their actions and leadership. Through iCulture360 we:

- Demonstrate insight into the social and political lived experiences of Aboriginal people in workplaces.
- Identify strategies to build culturally safe and empowering employee-manager relationships.
- Identify and implement strategies to grow and develop First Nations talent.
- Understand Aboriginal workplace and community leadership styles.
- Identify individual and collective leadership activity to positively influence the advancement of Aboriginal careers.

## Program delivery

iCulture360 is delivered in four ways:



**In-house program**  
with 4-month group coaching.



**Coaching and mentoring**  
one-on-one over 3-months.



**Group coaching and mentoring**  
for up to 6-staff.



**Public masterclasses**  
for up to 15 leaders.



## Program Leader Dixie Crawford

Nganya, meaning 'fire starter' or 'flame', is the right word to describe the way Dixie collaborates with clients, connects to communities and challenges the status quo of mediocre leadership on social policy and equity.

Dixie uses her lived experiences, personally and professionally, to challenge ideas and the way 'it's always been done'. Vibrant and with a gift for building genuine relationships and connections, Dixie is the kind of person that after the first meeting you'll think of her throughout your week, as the conversations you have with her will be influential and thought provoking.

Highly focused on and driven by an unwavering belief, Dixie knows that if a generational change in Aboriginal communities is to occur, the catalyst for that can only ever be transformational, disruptive and action-driven leadership.

Dixie has a strong background in policy design, program implementation and monitoring, and governance expertise in the spheres of social policy, human services and community wellbeing. Dixie is skilled and experienced in stakeholder engagement and community consultation, assisting in the building and nurturing of relationships with multiple layers of complexity, where stakeholders have distinctly diverse needs.

In her 17-year career, Dixie has worked in mental health inpatient units and Child and Adolescent Mental Health Service (CAMHS) and a specialist unit for child wellbeing. Dixie has a strong background in strategy and policy working across government on program design, service stream development and performance monitoring, reforms in domestic and family violence, and paediatric health care.

Dixie's qualifications include a Bachelor in Health Science, Advanced Diploma in Leadership and Management, Certificate IV in Aboriginal Family Health, Advanced Diploma in Specialist Trauma Counselling, and Level One Executive Coaching.

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## Upcoming program

Our iCulture360 training program is a two-day program and is delivered virtually.

Our next iCulture360 program will be delivered on:

- Tuesday, 30 August 2022, 9.15am to 4.00pm (Masterclass)
- Tuesday, 27 September 2022, 10.00am to 11.00am (Group Coaching session).

## Bookings

To secure your virtual seat for iCulture360 book online at Humanitix, or process payment directly with Nganya by contacting us at [hello@nganya.com.au](mailto:hello@nganya.com.au).

The iCulture360 Masterclass investment is \$1,200 plus GST. Please note charges for the Humanitix platform apply.

Bookings close Wednesday, 26th August 2022.

Nganya is a 100% female-owned and operated Aboriginal business. Nganya is Supply Nation certified.

## Refund Policy

Refunds are available up to 14 days prior to the event.

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## Contact Details

Dixie Crawford  
Managing Director

P / 0428 061 587

E / [hello@nganya.com.au](mailto:hello@nganya.com.au)

[www.nganya.com.au](http://www.nganya.com.au)

