



# Indigenous Development & Employment Program

Empowering Indigenous Leaders

## Overview

The Indigenous Development Employment Program (IDEP) is a three year program built to close the gap for Aboriginal & Torres Strait Islander through social and economic empowerment.

IDEP is inspired by military leadership and management training. Delivered by experienced veterans and Indigenous professionals, the IDEP will ensure emerging leaders reach their potential and lead your organisation into the future.

## IDEP Package



### Workshops

4 per year delivered by high performing Indigenous leaders, Defence Veterans and Community Elders



### Mentoring

Fortnightly one-on-one mentoring provided by culturally competent Indigenous mentors



### PD Plan

Tailored 3-5 year professional and personal development plans



### Network

Access to a nation-wide Indigenous network

**In the IDEP you'll gain the knowledge and skills that will benefit your whole career**



# Core Modules



## Communication

- Oral communication
- Written communication
- Executive level briefings

## Leadership & Teamwork

- Followership
- Lead a small team
- Practical leadership exercises

## Personal Development

- Goal setting
- Career planning
- Health and wellbeing

## Critical Thinking

- Synthesise complex information
- Present logical arguments

## Statistics

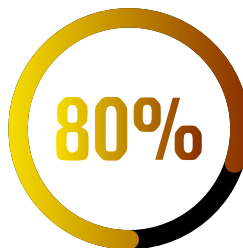
NIAA committed 10 employees to IDEP in 2021. After 18 months the results speak for themselves:



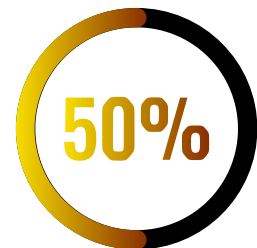
- Retained in public Service
- Acted at higher level
- Applied for promotion



- Conducted PD
- Increased confidence



- Achieved promotion or secondment



- Selected for promotion

## Benefits

Just some of the improvements



Increased self confidence/esteem



Improved oral and written communication skills



Heightened self awareness



Stronger connection to culture

Let us help you empower your Indigenous leaders to reach their full potential

## Contact

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