

# Cultural Capability Framework

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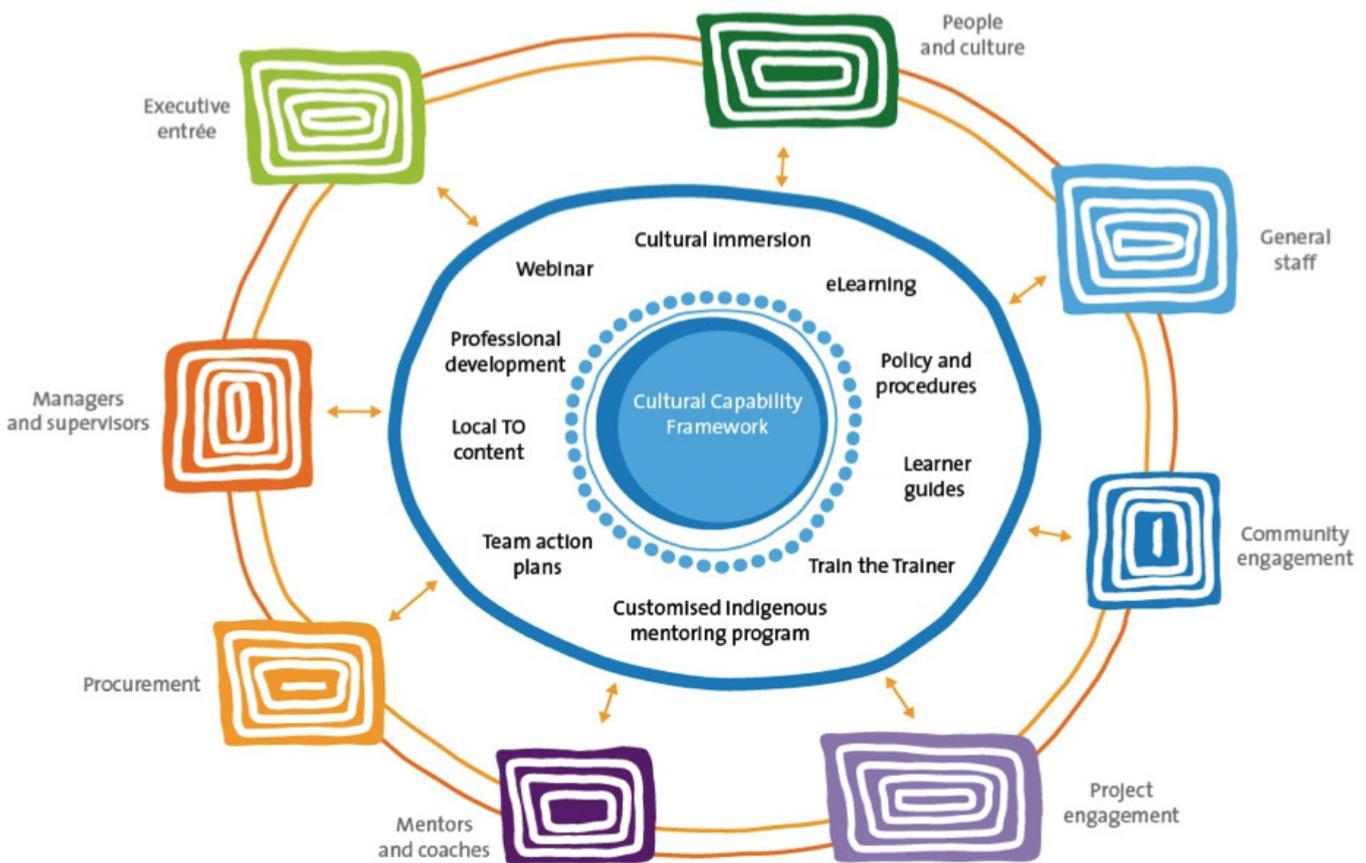


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Integral to a resilient and reliable Indigenous recruitment, retention, engagement and procurement regime is a culturally competent workplace that supports an organisation’s business objectives. A culturally competent workplace is underpinned by a robust cultural capability framework.

Such a framework focuses a competency and proficiency lens on cultural and historical influences, differences and behaviours that impact on recruiting, managing, retaining and training Indigenous staff and developing lasting relationships and partnerships with Indigenous communities.



This is no easy task, and needs to be navigated sensitively to ensure the original intent is not undermined by actions that are not culturally competent, socialised nor embraced by the broader workforce, potentially generating negative impacts internally and/ or externally. With this in mind Corporate Culcha recommends a blended learning approach to Indigenous Cultural Awareness, Capability and Competency training to ensure a consistent roll out of information and programs across an organisation.



*“The framework provides choice and flexibility”*

Combining the various formats of eLearning, webinars and face-to-face training is a cost effective and time efficient approach to workforce training and development. While eLearning provides access to information and tools for the greater workforce, face-to-face sessions can be targeted towards strategic touch points within the organisation, allowing focused discussion around local issues and local solutions.

Regular webinars are also useful to allow eLearning participants to reflect on their learnings and debrief with a facilitator. The training becomes a pre cursor to the cultural shift and integration of culturally proficient initiatives across the business.

Our framework includes an optional Train-the-Trainer program to build the capability of internal staff and/ or preferred external facilitators to deliver these programs nationally. The addition of a train-the-trainer program for staff or preferred external facilitators ensures internal capabilities, consistency, industry intelligence and relevancy of delivery across the business.

Importantly the framework provides choice and flexibility. The client chooses the combination they require, depending on current priority, remoteness and footprint, budget and business imperative!

Combining Corporate Culcha’s customisable cultural awareness and competency eLearning package, with their highly regarded modulated face to face program builds a solid foundation of any robust Cultural Capability Framework!





To enquire how Corporate Culcha can support the design and implementation of a Cultural Capability Framework or to develop a business case for your organisation, please contact us on 1300 CULCHA or email [info@corporateculcha.com.au](mailto:info@corporateculcha.com.au)