

INDIGENOUS ADVISORY

Building capability in individuals, teams, organisations & communities

IPS Management Consultants is passionate about helping individuals and organisations realise their potential.

IPS delivers innovative and focused consulting services that inspire people and provide purpose for our clients. We passionately embrace opportunities to create meaningful pathways for Indigenous communities and businesses.

55% INDIGENOUS OWNERSHIP **27% INDIGENOUS STAFF**

We are certified majority Indigenous-owned company led by Indigenous entrepreneurs, Katina Law, and Jahna Cedar. With **27% Indigenous employment**, we are committed to providing pathways and opportunities for Indigenous people within our business.

Growth of Indigenous Businesses



2.1 Million
Businesses in Australia

12,000 - 16,000
of these are Indigenous-owned

Inclusion of First Nations people in any projects is integral to the authenticity of engagement and a successful outcome. IPS partner with our clients to ensure recognition of cultural protocols and competency in all that we do. We provide government, corporate and not-for-profit organisations across the country with innovative Indigenous Engagement Strategies.

We deliver innovative and tailored consulting services.

We provide services across Australia, with offices in WA, QLD, NSW & VIC



OUR SERVICES >>

> STAKEHOLDER ENGAGEMENT

IPS can manage all aspects of stakeholder engagement, connecting and working directly with Aboriginal individuals, families, organisations and communities.

> CAPACITY BUILDING

IPS provides a range of skills development programs including leadership, coaching, governance, and business capability.

> ABORIGINAL PARTICIPATION PLANS

IPS assists companies with the development and implementation of Aboriginal participation plans. This increases opportunities for both Aboriginal employment and procurement with Aboriginal businesses.

> RECONCILIATION ACTION PLANS (RAPs)

IPS assists clients with the development, review and evaluation of RAPs. These help to build a framework for how companies can engage in reconciliation actions and build relationships with Aboriginal Australians.

> RAP IMPLEMENTATION

IPS assists clients with implementation of their RAP actions. Our team have extensive experience with reviewing and restructuring company policies and procedures, cultural competency surveys, cultural competence workshops, cultural immersion programs, and diversity leadership.

OUR LEAD TEAM >>



JAHNA CEDAR
EXECUTIVE DIRECTOR



DANIE ZAPPA
INDIGENOUS ADVISORY & ENGAGEMENT LEAD



NINA SMITH
PROJECT MANAGER



DOUG GREEN
PROJECT AND BUSINESS DEVELOPMENT MANAGER



KRISTY MCKENZIE
ABORIGINAL PARTICIPATION COORDINATOR

OUR CLIENTS >>



Case Studies

Aboriginal Engagement Plan Department of Transport WA (DOT)

IPS partnered with the Department of Transport WA to deliver a series of one-on-one cultural coaching sessions, as a part of a larger project to develop an Aboriginal Engagement Plan. IPS delivered two coaching sessions each to 18 people. The first session aimed to find out where the participant was in their cultural journey, while the second assisted them with putting together a cultural action plan to continue their journey. Participants in the training enjoyed the personal approach of the sessions, and were able to open up more to IPS facilitators. IPS later delivered cultural competency training for team members at DOT Maritime as an offshoot of this project.

Review of HR Policies and Procedures Perth Airport

As part of their Reconciliation Action Plan, Perth Airport engaged IPS to conduct a review of its HR Policies and Procedures in line with the Innovate RAP deliverables. Our Indigenous Advisory team worked closely with the client's People and Culture team to ensure HR systems were culturally appropriate and inclusive. The project has laid the foundation for ongoing growth of Perth Airport's cultural development.

Indigenous Temporary Election Workforce Plan Australian Electoral Commission (AEC)

The AEC required an Indigenous Temporary Election Workforce Plan (the Workforce Plan) to support the recruitment of Aboriginal and Torres Strait Islander peoples for electoral events. IPS carried out an initial baseline research into the AEC's existing policy documents and benchmarked those against best practice. Our approach included engagement with current and former Temporary Election workforce staff. The final plan outlined a series of short and longer term actions to increase Aboriginal and Torres Strait Islander participation in the upcoming and future elections, which in turn will amplify the Aboriginal and Torres Strait Islander voice in the future of Australia.

Development of Reconciliation Action Plan (RAP) Department of Primary Industries & Regional Development (DPIRD)

DPIRD is a large government department with a regional focus across several key sectors and several thousand employees. The Department engaged IPS to guide and support the development of its Reflect RAP. The process was completed in a tight timeframe with the engagement of key stakeholders and the Aboriginal community. The DPIRD RAP has been endorsed by Reconciliation Australia.



"The IPS team are passionate about building culturally safe and competent workplaces. We work collaboratively with our clients to build relationships and processes that create opportunities for First Nations people and communities to thrive."

- JAHNA CEDAR
IPS EXECUTIVE DIRECTOR

