

# Building business capability across Australia

## OUR CAPABILITIES

Working with government and corporates, IPS is passionate about a shared desire to build the capacity of Indigenous businesses, communities and people.

**We offer five main service lines:**



### ORGANISATIONAL DEVELOPMENT AND LEADERSHIP

IPS is passionate about helping individuals and organisations to realise their potential. We design and deliver leadership and management development programs, accredited assessments, coaching, capability reviews, and change management processes.



### RESEARCH, POLICY AND EVALUATION

IPS utilise qualitative and quantitative methodologies, specialising in mixed methods to deliver bespoke research and evaluation. We use a methodology that is technically sound, rigorous and practical while being agile and responsive to client needs. We offer a range of research (analytical, empirical, exploratory) and evaluation (development, impact, process and summative) types. We specialise in reverse engineering methodologies for evaluations of existing programs.



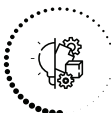
### BUSINESS ADVISORY

IPS specialises in assisting organisations and businesses to develop their capability and capacity for growth. We offer financial management and reviews, procurement support, workshop delivery and design, strategy development and execution, business plans, governance training and consulting.



### INDIGENOUS ADVISORY

IPS is a specialist in Indigenous capacity building and engagement services. A recognised advocate for Indigenous business procurement, we provide communications and stakeholder engagement strategies, Indigenous participation plans, Reconciliation Action Plan support and unconscious bias training, along with governance and facilitation services for Indigenous corporations and businesses.



### PROJECT SERVICES

IPS works collaboratively with clients across various sectors in the national construction industry. These include contracting organisations, engineering consultancies and state and federal government agencies. IPS provide tailored support in pre-contract, project and construction management, recruitment and organisational culture, workforce planning, procurement strategies, community and stakeholder management, and Indigenous participation strategies.

*Inspire . Purpose . Service . Opportunity*

## ABOUT US

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.



**Jahna Cedar**  
Executive Director

*“IPS plays a key leadership role in being an advocate for our sector, our people and our communities. Through our work, we’re able to create meaningful change and influence corporates and governments towards reconciliation in genuine ways.”*



**INDIGENOUS OWNERSHIP**



**INDIGENOUS STAFF**



## CASE STUDIES

### Management Development Program for Australian Taxation Office (ATO)

Since 2016, IPS has delivered the Management Development Program for the Australian Taxation Office (ATO), providing quality leadership and management training while recognising the continuing journey of the ATO in cultural transformation. IPS delivers consistent, scalable and flawless quality blended learning programs, supported by proven project management and an experienced delivery team.

### International Student Engagement in Rural & Regional Schools - Department of Education (DESE)

IPS was engaged by the DESE to investigate the appetite, capacity and options for growing international student engagement in rural and regional Australian schools. IPS engaged with schools staff, international students and their families, and peak bodies in all states and territories through interviews, focus groups and an online survey to capture different views and perspectives. The final report highlighted best practice for increasing international student engagement in rural and remote schools, case studies and recommendations for the advancement of promoting remote and regional schools across international markets.

### Reconciliation Action Plan for 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 Reconciliation Action Plan (RAP). The process was completed with extensive key stakeholder engagement, ensuring First Nation voices were heard and included. The DPIRD RAP has been endorsed by Reconciliation Australia.

### South West Gateway Alliance, Bunbury Outer Ring Road (BORR)

IPS is engaged as the Aboriginal Participation Coordinator and HR Services manager for one of Regional WA's largest ever public infrastructure project. Our project services have included supporting Aboriginal business capability development and delivery of training programs to meet ambitious Aboriginal participation targets. Our teams are driving a range of innovative workforce planning initiatives to support an expected 500 FTEs across the 3 year life of the project.

## OUR DIRECTORS



**KATINA LAW**  
Executive Director

Derby raised, from Worora and Walmajarri families, Katina Law is an executive with more than 30 years' of international experience in financial and general management roles. A certified practicing accountant, Katina is a business force with powerful cause.



**DAMIEN CHALK**  
Executive Director

Damien Chalk is a passionate and driven professional, with extensive experience in organisational development and leadership projects for governments and Tier 1 companies across Australia. Damien has an extensive track record of changing organisations, teams and individuals for the better.



**JAHNA CEDAR**  
Executive Director

Jahna Cedar is a Nyiyaparli woman from the Pilbara region of Western Australia and has 20 years' experience in business management and governance, whilst advocating for Indigenous women's rights, on an International platform. She is a sought after speaker on social justice and Indigenous advancement and equity.



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

Follow Us  
#IPSAU



## OUR VALUED CLIENTS

