



**ips**

MANAGEMENT CONSULTANTS

# Creating Better Futures

IPS Management Consultants (IPS) is an independent, certified, majority First Nations-owned consultancy delivering innovative and focused services across Australia.

59%

First Nations Ownership

26%

First Nations Staff



**Danie Zappa**

Executive Director & First Nations Advisory Lead

*“At IPS, our dedication to building the capacity of First Nations enterprises and individuals fosters growth and empowerment through collaboration with government and corporate partners.”*

## Our Capabilities

We offer a comprehensive range of services across six main areas:



### Organisational Capability

As trusted partners, we work alongside our clients to co-design innovative whole-of-system approaches that ensure return on investment and sustainable social and economic outcomes for all stakeholders. Our expert team of accredited HR/OD professionals, accredited coaches and facilitators can tailor our evidence-based programs and frameworks to suit your context and your environment.



### First Nations Advisory

At IPS, we take our clients on a journey of building cultural capability, both individually and as a collective, to create an inclusive shared future together. We are committed to forging meaningful opportunities that leave legacies of nationwide structural change in diversity and inclusion.



### Research, Policy and Evaluation

IPS employs qualitative and quantitative methodologies, specialising in mixed methods to provide customised research and evaluation services. We offer various types of research (action, empirical, exploratory, comparative) and evaluation (development, impact, process, and summative), and hold expertise in key areas including research and evaluation design, survey, interview and group facilitation methods, and data analysis.



### Workforce Solutions

IPS works collaboratively with clients across a variety of sectors and industries to understand specific workforce needs. Driving the activation of a diverse workforce, that represents the community we all live and work in, to ensure attraction and retention of individuals to meet the ongoing needs of clients. Our clients include: state and federal government agencies, Tier 1 employers, strategic alliances, and small businesses.



### Business Advisory

We are creative, strategic thinkers and passionate champions for long-term financial inclusion and economic empowerment. Our team takes pride in offering safe, confidential spaces in which we partner with clients and communities to navigate through complexity towards long term impact and value creation.



### Project Services

IPS provides a range of tailored services for major projects across infrastructure, construction, mining, oil and gas, and energy sectors. These include First Nations engagement and participation strategies and plans, people and culture services, sustainable employment programs, procurement support, alliance coaching and evaluation services.



Let us help you unlock your organisation's full potential. Contact us to discuss your needs.

(08) 9721 7057 info@ipsau.com.au [ipsau.com.au](http://ipsau.com.au)

## Case Studies

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

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

IPS delivered the Management Development Program for our valued client, the Australian Taxation Office, 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.

### 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 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.

### 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.

### Aboriginal Participation Coordinator & HR Services | South West Gateway Alliance

IPS is engaged as the Aboriginal Participation Coordinator and HR Services manager for one of Regional WA's largest ever public infrastructure project - Bunbury Outer Ring Road (BORR). Our 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.

## Meet IPS Executives



**Katina Law**  
Co-Founder, Executive Director & Co-CEO



**Damien Chalk**  
Co-Founder & Executive Director



**Danie Zappa**  
Executive Director



**Cameron Wood**  
Executive Director



**Julie Hillier**  
Co-CEO



## Our Valued Clients

