



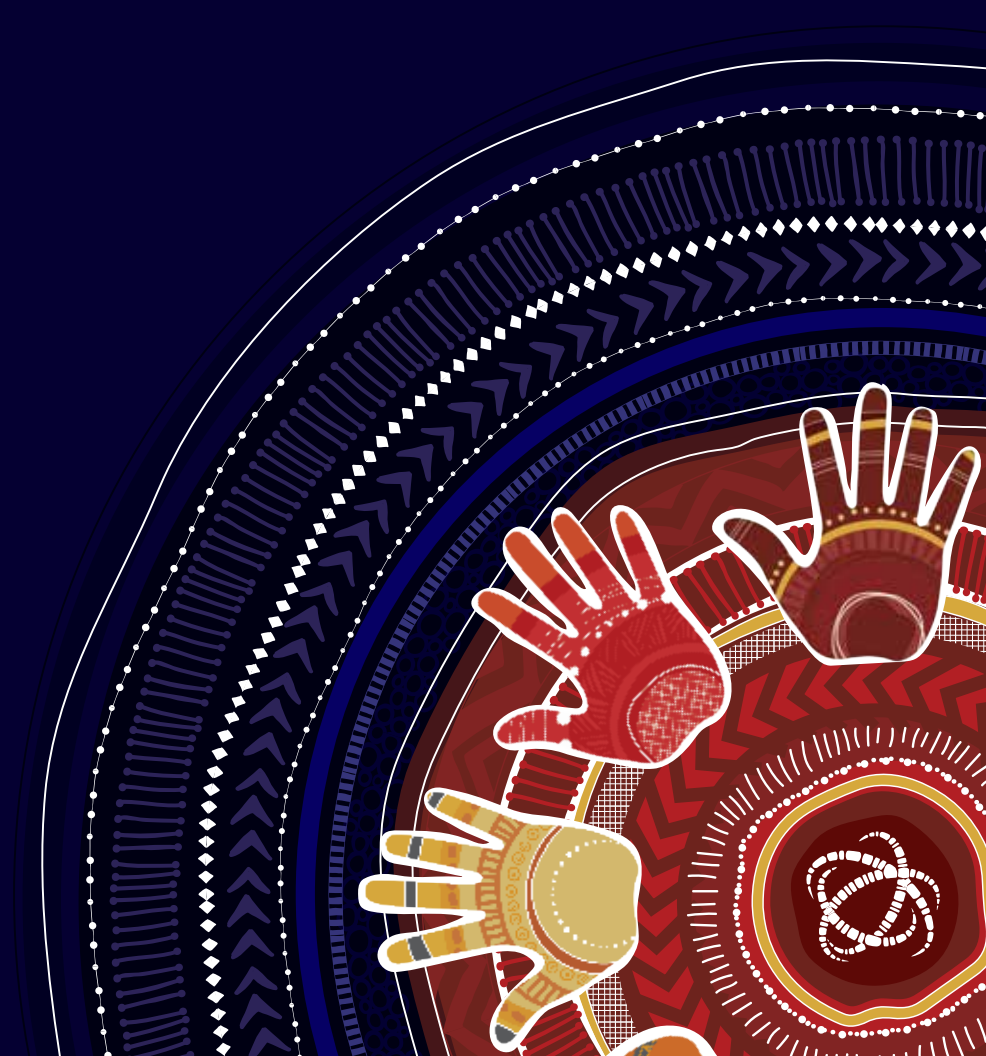
Burbangana Group
Working together for community wellbeing



CAPABILITY STATEMENT

Burbangana Group is a 100% First Nations owned and managed consultancy business providing professional and consulting services across Australia. Our team has had many years of professional and lived experience working within the public and not for profit sectors and in running large and small organisations.

www.burbangana.com.au





We are not just a provider of services – we partner with our clients to contribute to their capacity *enhancement and re-empowerment* and to drive community *wellbeing and social change*.

ABOUT US

Burbangana Group is a 100% First Nations owned and managed consultancy business providing professional and consulting services across Australia. Our team has had many years of professional and lived experience working within the public and not for profit sectors and in running large and small organisations.

Our way of working reflects decades of experience across our group. Our approach is evidence based and grounded in learning organisation, capacity building, and trauma theory and decolonised practice, informed by what works on the ground (Burbangana's own story of decolonisation may be viewed on our website: burbangana.com.au/who-we-are/company-information).

Our unique combination of knowledge, skills and lived experience means we are very well placed to partner with First Nations and other non-government organisations, as well as with government agencies and the corporate sector.

WE VALUE

- The wisdom, richness, diversity and resilience of First Nations peoples and cultures.
- The right of First Nations peoples and organisations to be self-determining.
- Respect for people by treating everyone with dignity and professionalism.
- Integrity, by building trust through responsible actions and honest relationships.
- Innovation through thoughtful, creative, and inspirational ideas.

OUR WORK IS

- Trauma informed and healing aware.
- Informed by capacity-enhancement, continuous improvement, and learning organisation approaches.
- Informed by team members who are graduates/members of the Australian Institute of Company Directors.
- Consistent with:
 - our values and strengths, and is evidence informed.
 - the concept of parity of esteem.
 - First Nations Cultural and Intellectual Property Rights frameworks
 - the AIATSIS Guidelines for Ethical Research in Australian Indigenous Studies.
 - the Institute of Executive Coaching and Leadership's coaching framework.

And We

- Work in partnership with our clients using co-design principles and practice.
- Give back when we can through pro-bono and low-bono contributions.
- Are experienced working with and in remote, regional, and urban communities.
- Make best use of available technologies when face-to-face interactions are not possible.

OUR SERVICES

Capacity Enhancement and Organisational Development

- Strategic and business planning
- Implementation
- Monitoring results and impact
- Organisational cultural intelligence
- Strengthening governance and board effectiveness
- Reviews and evaluations
- Facilitation and issues discovery
- Community engagement and consultation
- Graphic design
- Coaching and Mentoring
- Strategic HR
- Change management
- Mediation and dispute resolution
- Leadership Development

Program and policy development

- Program design and delivery
- Consultation with stakeholders
- Reviews and evaluations
- Participative action research
- Culturally competent and safe service delivery
- Reconciliation Action Plans and reviews

SPECIALIST EXPERTISE

- Communications
- Community and organisational capacity enhancement
- Cultural intelligence and cultural safety
- Cultural institutions
- Dispute resolution and mediation
- Education and training
- Evaluations and reviews
- Experiential learning
- Gender based violence
- Governance
- Health: Midwifery, Nursing and Social and Emotional Well-being
- History
- Housing
- Native Title
- Negotiations
- Research

OUR CLIENTS

Burbangana works with a wide range of organisations, spanning the public, not-for-profit and private sectors. For further information and examples of our work, see www.burbangana.com.au.

TESTIMONIALS

"Waminda, South Coast Women's Health and Welfare Aboriginal Corporation has engaged Burbangana several times over the last couple of years. We have found the whole team to be highly professional, culturally safe, intuitive, creative and passionate about the work. We highly recommend this group above all other consulting firms that we have engaged with primarily because they have walked alongside us on important projects, respecting our every wish and investing in us and the project to such an extent that many of our successes can be attributed to their hard work."

CEO, Waminda.

"I commend you on such a comprehensive report, and we've appreciated the opportunity to not only work with you but the frank advice you've shared with us in a supportive manner. Thanks so much again for conducting this project for us – it will be incredibly valuable in helping us navigate our future pathways...can I take this opportunity to say I have admired and appreciated your professionalism, knowledge, connections and supportive manner in which you've conducted sensitive and probing discussions".

Director, Centre of Aboriginal and Torres Strait Islander Statistics, Australian Bureau of Statistics.

People Measures and Burbangana have a strong partnership based on respect and trust. We have been guided by Burbangana in the development of our 'Reflect' Reconciliation Action Plan (RAP) and our cultural awareness and actions to 'close the gap' for First Nations people in Australia. Burbangana consultants and board members are our cultural advisers and co-facilitators on the Barring Jinang Aboriginal Career Development Program for the Victorian Public Service, and participate as panel members on our executive level leadership development programs for the Australian Tax Office. People Measures has recommended Burbangana to clients (including Waminda South Coast Women's Health and Welfare Aboriginal Corporation), sponsored two Burbangana coaches to IECL accreditation and includes Burbangana coaches in our coaching teams. People Measures values our relationship with Burbangana highly. We are grateful for the honesty, quality of work and generosity of spirit displayed constantly by Burbangana, and look forward to working closely with Burbangana and its Associates for many years to come.

Managing Director, People Measures.

CONTACT

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ACKNOWLEDGEMENT OF COUNTRY

Burbangana Group acknowledges the traditional and continuing owners of the lands and waters of Australia and pays its respect to Elders, past and present. We pay tribute to the wisdom, richness diversity and resilience of First Nations peoples and cultures.