



Curio Connect

Issue # 8 – January 2018

Message from our Management Team



Welcome to 2018

Welcome to the first edition of our 2018 newsletter. We hope that all our clients have had a wonderful Christmas season and joyous New Year. We hope that you are all refreshed and energised for an exciting New Year with the Curio team.

The new year brings much excitement and anticipation for the Curijo team. At the end of 2017, we were successful in securing a contract delivering Executive Coaching services to a Defence client in partnership with consulting firm Providence. Our Curio-Providence team will help defence to improve

organisational performance and increase Senior Officer's ability to operate in the strategic environment. Dr Rebecca Jackson is an expert in the field and will lead our project. This is a great example of a local Australian owned SME partnering to deliver great outcomes to the customer. Congratulations to the team for winning this highly competitive tender.



(L to R) Mark Cooper, Providence Consulting Partner, Dr Rebecca Jackson, Belinda Kendall (Curio CEO), and Darren Schaeffer (Curio Executive Director).

We have also extended our Collaboration Agreement with Deloitte for another 12 months. There are always fantastic outcomes when working in a two-way learning philosophy and we are pleased to work closely

with the Deloitte team of highly effective practitioners.

Our recruitment strategy was also well received late last year and we will be shortly welcoming three new staff members to the team. We will also be expanding further and adding to our specialised contract pool. We continue to anticipate growing our knowledgeable and experienced team in the future to bring new skill sets to contribute positively to our two-way learning philosophy. This allows us to provide our clients with quality services and experienced consultants which is also great value for money.

I would also like to take this opportunity to congratulate Darren Schaeffer on his appointment as Deputy president of the ACT Division of Council, CPA Australia. Darren's wealth of knowledge, his extensive experience and passion for helping others will see him utilise his skills to coach and grow others in the industry.

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Darren Schaeffer after receiving his new appointment as Deputy president of the ACT Division of Council, CPA Australia.

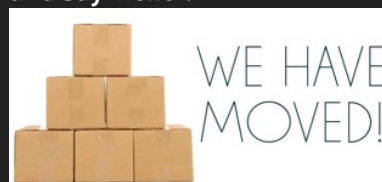
We are also extremely pleased to be at the implementation stage of the ACT Family Group Conferencing Pilot for Aboriginal families. We have written the model, developed and facilitated the training, assisted with recruitment and are now supporting the new facilitators with their FCG's with a few meetings completed and many more coming up. Empowering families and family decision making is the key. We look forward to seeing the program grow to support children and their families.

The new year also sees us growing and focussing on our Business, Evaluation and Audit practice. We

have extensive experience in conducting high quality audits and evaluations and we are currently working on so many exciting and interesting projects. High quality is what Curijo are all about. We'll have some more details later in this newsletter.

Finally, we have been working behind the scenes to develop a new and improved website which is more practical for our clients and reflects our business more authentically. We can't wait to unveil the new version shortly. We would love to receive any feedback that you may have by emailing info@curijo.com.au at your convenience.

Finally, we have moved to new premises and you will now find us at Unit 3 Molonglo Mall, 105 Newcastle Street, Fyshwick ACT 2609. Pop in and say 'hello'.



Until next time,

Bel

Curio Refines our Strategic Direction

Small Changes...Big Improvements

Our Senior Leadership Team have collectively refined our services to two primary practices. We believe that this slight change to our offerings enables us to provide more defined services to support our approach and to meet our client's needs. Curio continue to be the only Aboriginal controlled company headquartered in Canberra providing high quality offerings around Aboriginal affairs and mainstream services, including consultancy, strategic insights and capability. We will continue to work with Senior Leaders in the most challenging and complex environments to facilitate and shape the requirements of governance, compliance and wellbeing through our two primary practices:

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Business, Evaluation and Audit Services

Curio provides senior and highly experienced consultants that specialise in applying a strength based approach that is agile, tailored and quality driven in:

- Internal Audit
- Compliance and Performance Audit
- Program Evaluation
- Financial Management and Administrative Services
- Governance and Risk
- Business Strategy
- Corporate and Workforce Support
- Program and Project Management
- Team Planning Facilitation

Community, Culture, Education and Change

Curio is highly regarded for our holistic and humanistic approach to change through mediation, therapeutic knowledge, team building and motivation skills, particularly in:

- Child, Family and Community Services
- Family Group Conferencing
- Healing Programs
- Strengths Based Assessments and Reviews
- Therapeutic Life Story Work
- Cultural Links (Cultural Support Plans, Research, Preparation and Reviews)
- Change Management
- Adult Education
- Cultural Awareness Training
- Leadership Development
- Supporting Indigenous Staff
- Mentoring
- Enhancing Diverse Workplaces

- Community Engagement, Consultation and Advice
- Mapping Motivations for Career and Employee Engagement (Motivational Mapping)
- Reconciliation Action Plan Preparation and Implementation
- Cultural Supervision and Mentoring

We want to change the expectation around how Australia and the world views Aboriginal capability through leadership and sharing our story. Our way is through providing opportunities of employment with Curio and nurturing other peoples and businesses to establish, grow and thrive.



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**More good things
are coming this
way...**

**Increasing our
Partnership
Agreements =
Improved Outcomes
for All**

Additionally, we have recently signed a Partnership Agreement with Integrity Professionals. Integrity Professionals is a boutique management consultancy business based in Auckland and Wellington, New Zealand. As well as having a Sydney office in Wollongong and an office in Samoa. Much like Curio, Integrity Professionals tailor their extensive experience and skills to meet the client's needs. We look forward to this partnership and how we can best meet our client's needs.

For more information about Integrity Professionals, head over to their website to learn more:

<http://www.ipro.org.nz>

Proud Sponsors

Mawang Brothers Football Team

Curio were proud to be major sponsors of the Mawang Brothers football team over the long weekend. The team were formed to play in the Survival 9s competition at Campbelltown, NSW. As an Aboriginal professional services business, we believe in the importance and value of supporting teams, groups and/or organisations when we are able to and that align with the Curio brand and values. This also allows our business to help foster positive relationships between our business and the community. Congratulations to organiser, Cleve McGhie and to the team who demonstrated excellent sportsmanship and a great sense of mateship on the day.

Additional opportunities for sponsorship will be provided on our updated website.



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Staff Profile

Darren Schaeffer



Darren is one of the founding partners of Curijo and an Executive Director. He has a passion for improving performance in large and complex businesses within the private and public sectors through financial, operations, legal and people initiatives while building high performing cultures for innovation. Darren has a strong background in financial management, risk management and audit and assurance. He is inspired by many - in particular, his two Aboriginal business partners, Bel and Tina, who have shown him how to be resilient and patient. Darren has three sons and is enjoying living and working in the ACT.

SPECIAL | FEATURE

AMK^{LAW}

How to Identify Indigenous Businesses to Engage their Services?

With government initiatives such as the Indigenous Procurement Policy (IPP) and the Reconciliation Action Plan (RAP), your organisation might be looking to engage the services of Indigenous Businesses. Even if your organisation is not affected by the IPP or does not have a RAP, you may choose to adopt a policy in your organisation of working with a target number of Indigenous Businesses.

How then do you find an Indigenous Business that would best suit your needs? As with every business, different Indigenous Businesses have offer different goods and services and have different focuses. One of the more personal ways of finding an Indigenous Business is through connections you already have. This may be especially helpful if you already have a connection with an Indigenous Business. Picking up the phone or flicking an email to your connection might be the simplest and most fuss-free way of getting in touch with other Indigenous Businesses. This is a great way to find a new Indigenous Business as your current contact will probably have a good feel of what you are looking for. For instance, you are probably already connected to Curijo if you are reading this article. Approaching them is a great first port of call especially because they are well-equipped to identify what your organisation needs and may know of an Indigenous Business that would be able to work well with you.

Another practical approach is to look through the Supply Nation website. Supply Nation only allows businesses that are 50% Indigenous Owned to be Registered Suppliers and at least 51% Indigenous Owned, Managed and Controlled with a trading evidence of \$50K income in the last 12 months to be Certified Suppliers. This ensures that your business does not fall for another business' "black cladding", an unfortunate side effect of the procurement policies.

Our last suggestion (although there are many other ways in which you may be able to find an Indigenous Business) would be to go for Indigenous Business Trade Shows as you will be able to meet and network with many Indigenous Businesses all at once. Furthermore, it will provide you with a good opportunity to have a more in-depth understanding of what their business represents as opposed to simply having a look at their website. Getting to meet the people from the business also allows you to have a taste of what it will be like working with them in the future.

AMK Law can advise on all matters of commercial and property laws. We are proud to be a 100% Aboriginal owned law firm. If you have any queries, contact AMK Law directly by telephone on (03) 9098 8630 or by email admin@amklaw.com.au

This information is of a general nature only and it is not, nor is intended to be, legal advice. If you wish to take any action based on the content of this publication, we recommend that you seek professional legal advice.

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