



Australian Government

AHCOCM601 Manage cultural processes in an Aboriginal and/or Torres Strait Islander organisation

Release: 1

AHCOCM601 Manage cultural processes in an Aboriginal and/or Torres Strait Islander organisation

Modification History

Release	Comments
Release 1	This version released with Agriculture, Horticulture and Conservation and Land Management Training Package Version 9.0.

Application

This unit of competency describes the skills and knowledge required to manage cultural processes in an Aboriginal and/or Torres Strait Islander organisation according to local Community and organisational guidelines and best practice procedures.

This unit applies to individuals who plan and manage strategic direction for Aboriginal and/or Torres Strait Islander organisations with the need to work within cultural protocols and promote cultural diversity and integrity.

No licensing, legislative or certification requirements apply to this unit at the time of publication.

Pre-requisite Unit

Nil

Unit Sector

On Country Management (OCM)

Elements and Performance Criteria

Elements	Performance Criteria
<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
1. Define Aboriginal and/or Torres Strait Islander management processes	1.1 Identify and document the framework or organisational structure for the organisation or Community 1.2 Define and document Aboriginal and/or Torres Strait Islander management processes 1.3 Define and document non-Aboriginal and/or Torres Strait Islander

Elements	Performance Criteria
<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
	management processes 1.4 Record and analyse differences between the management structures and management processes 1.5 Investigate ways of applying Aboriginal and/or Torres Strait Islander management processes to legal frameworks under which an organisation operates
2. Analyse the impact of a non-Aboriginal and/or Torres Strait Islander framework on an organisation's structure	2.1 Identify and analyse requirements of a non-Aboriginal and/or Torres Strait Islander framework and legislative requirements for the organisation 2.2 Identify and analyse local Aboriginal and/or Torres Strait Islander ways of working 2.3 Identify and record potential conflicts in relation to an Aboriginal and/or Torres Strait Islander organisation working within a non-Aboriginal and/or Torres Strait Islander structure 2.4 Identify and implement strategies to negotiate through the conflict
3. Develop and implement a vision for the organisation	3.1 Identify and evaluate strategies and planning processes 3.2 Identify and document goals and directions for the organisation 3.3 Apply goals and directions to operate within a culturally appropriate framework 3.4 Develop and present a model for planning organisational activities

Foundation Skills

This section describes those language, literacy, numeracy and employment skills that are essential for performance in this unit of competency but are not explicit in the performance criteria.

Skill	Description
Reading	Interpret, analyse and extract information from a range of sources
Oral communication	Use culturally appropriate verbal and non-verbal communication

Unit Mapping Information

Code and title current version	Code and title previous version	Comments	Equivalence status
AHCOCM601 Manage cultural processes in an Aboriginal and/or Torres Strait Islander organisation	AHCILM601 Manage cultural processes in an Indigenous organisation	Title updated Application updated Elements and Performance Criteria revised for clarity Foundation Skills added Performance Evidence, Knowledge Evidence and Assessment Conditions updated	Not equivalent

Links

Companion Volumes, including Implementation Guides, are available at VETNet: [https:// - https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=c6399549-9c62-4a5e-bf1a-524b2322cf72](https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=c6399549-9c62-4a5e-bf1a-524b2322cf72)