



**Australian Government**

**Department of Education, Employment and Workplace Relations**

# **AHCILM505A Map relationship of business enterprise to culture and country**

**Release: 1**

## AHCILM505A Map relationship of business enterprise to culture and country

### Modification History

Not Applicable

### Unit Descriptor

<b>Unit descriptor</b>	This unit covers the process of mapping the relationship of business enterprises to culture and country and defines the standard required to: describe the goals and activities of the indigenous business; define the legal parameters of the business organisation; analyse the positions and power relationships for decision-making within an indigenous community; relate indigenous community and business roles to the concept of country; develop strategies that support the concept/implementation of indigenous management (principles).
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### Application of the Unit

<b>Application of the unit</b>	This unit is likely to be carried out independently, with the need to work within cultural protocols. It includes a level of responsibility for communication with all stakeholders involved in the program. Note: Delivery and assessment against this standard must comply with community protocols and guidelines and be supported by elders and custodians of country.
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### Licensing/Regulatory Information

Not Applicable

### Pre-Requisites

<b>Prerequisite units</b>		

<b>Prerequisite units</b>		

## **Employability Skills Information**

<b>Employability skills</b>	This unit contains employability skills.
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## **Elements and Performance Criteria Pre-Content**

Not Applicable

## **Elements and Performance Criteria**

<b>ELEMENT</b>	<b>PERFORMANCE CRITERIA</b>

<b>ELEMENT</b>	<b>PERFORMANCE CRITERIA</b>
1. Establish reasons for entering/establishing business	1.1. The reasons for entering business are described. 1.2. The relationship between culture and the reasons for entering business are mapped. 1.3. The business activity is explained as it relates to the structure of community and/or family grouping. 1.4. The business activity is explained as it relates to and with country.
2. Interpret the legal parameters of the business organisation	2.1. The organisational structure is defined. 2.2. The legal basis and appropriate documentation for the structure is identified. 2.3. The documentation is reviewed. 2.4. The powers and authorities of the business are analysed. 2.5. The legal limitations and requirements are described.
3. Investigate the roles of key positions in the organisation and/or community	3.1. Titles of key positions in the organisation and/or community are identified and listed. 3.2. The duties of these positions are summarised. 3.3. The source of power or responsibility for these positions is outlined. 3.4. The limitations of the duties and decisions that may be made by these positions are described. 3.5. The role of these positions are analysed in terms of the structure of the community and/or family grouping. 3.6. The role of these positions are analysed in terms of relationship to country.
4. Evaluate the decision making process as it relates to the organisation and/or community	4.1. The decision-making process required to be followed in the organisation and/or community is described. 4.2. The responsibilities of each position in this decision-making process are identified. 4.3. Decisions that have been made using this process are described. 4.4. The effectiveness of the decision making process is evaluated. 4.5. The dynamics of the processes in making these decisions are explained. 4.6. Recommendations as to how this process can be improved are made.

## Required Skills and Knowledge

**REQUIRED SKILLS AND KNOWLEDGE**

This section describes the skills and knowledge required for this unit.

**Required skills**

- deal with personal negative responses/reactions in a positive way
- develop strategies that support the concept /implementation of indigenous management (principles)
- recognise and encourage the development of an individual's interpersonal skills
- analyse and evaluate skills
- use literacy skills to fulfil job roles as required by the organisation. The level of skill may range from reading and understanding documentation to completion of written reports
- use oral communication skills/language competence to fulfil the job role as specified by the organisation including questioning, active listening, asking for clarification, negotiating solutions and responding to a range of views
- use numeracy skills to estimate, calculate and record complex workplace measures
- use interpersonal skills to work with others and relate to people from a range of cultural, social and religious backgrounds and with a range of physical and mental abilities.

**Required knowledge**

- legislation formulation
- specific legislation
- legal aspects of business structures
- constitutions and other corporate documentation
- organisational structures theories
- decision-making processes
- community structure
- National Reconciliation Strategy on Economic Independence.

## Evidence Guide

<b>EVIDENCE GUIDE</b>	
The evidence guide provides advice on assessment and must be read in conjunction with the performance criteria, required skills and knowledge, range statement and the Assessment Guidelines for the Training Package.	
<b>Overview of assessment</b>	
<b>Critical aspects for assessment and evidence required to demonstrate competency in this unit</b>	<p>The evidence required to demonstrate competency in this unit must be relevant to workplace operations and satisfy holistically all of the requirements of the performance criteria and required skills and knowledge and include achievement of the following:</p> <ul style="list-style-type: none"> <li>• describe the goals and activities of the indigenous business</li> <li>• define the legal parameters of the business organisation</li> <li>• analyse the positions and power relationships for decision-making within an indigenous community</li> <li>• relate indigenous community and business roles to the concept of country</li> <li>• develop strategies that support the concept/implementation of indigenous management (principles).</li> </ul>
<b>Context of and specific resources for assessment</b>	Competency requires the application of work practices under work conditions. Selection and use of resources for some worksites may differ due to the regional or enterprise circumstances.

## Range Statement

<b>RANGE STATEMENT</b>	
The range statement relates to the unit of competency as a whole.	
The structure of family or community groupings may include:	<ul style="list-style-type: none"> <li>• clan groupings</li> <li>• language groupings</li> <li>• physical location</li> <li>• family groupings</li> <li>• kinship</li> <li>• customs</li> </ul>

<b>RANGE STATEMENT</b>	
	<ul style="list-style-type: none"> <li>relationships to country and Dreaming</li> <li>family requirements and gender relationships.</li> </ul>
Business as it relates to country may include:	<ul style="list-style-type: none"> <li>restrictions in relation to access</li> <li>restrictions in relation to development</li> <li>ways of interacting with/on country</li> <li>ceremonial activities and requirements</li> <li>cultural activities and requirements</li> <li>family requirements and gender relationships</li> <li>observing appropriate protocols in talking about country.</li> </ul>

**Unit Sector(s)**

<b>Unit sector</b>	Indigenous land management
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**Co-requisite units**

<b>Co-requisite units</b>	

**Competency field**

<b>Competency field</b>	
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