



**Australian Government**

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

# **AHCILM601A Manage cultural processes in an Indigenous organisation**

**Release: 1**

## AHCILM601A Manage cultural processes in an Indigenous organisation

### Modification History

Not Applicable

### Unit Descriptor

<b>Unit descriptor</b>	This unit covers the process of managing cultural processes in an indigenous organisation according to community and organisational guidelines and best practice procedures: recognise differences between indigenous and non indigenous management processes; identify the accommodation required to meet non indigenous business requirements through indigenous management processes; apply a strategic/business planning model to an indigenous organisation.
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### Application of the Unit

<b>Application of the unit</b>	This unit is carried out at a strategic level, with the need to work within cultural protocols and promote cultural diversity and integrity.
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### Licensing/Regulatory Information

Not Applicable

### Pre-Requisites

<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>

ELEMENT	PERFORMANCE CRITERIA
1. Define indigenous management processes as compared with non indigenous strategies	1.1. The framework/organisational structure for the organisation and/or the community is identified. 1.2. Indigenous management processes are identified and described. 1.3. Non indigenous management processes are identified and described. 1.4. Comparisons between indigenous management process and non indigenous management processes are recognised and recorded. 1.5. Differences between indigenous management structures and non indigenous management processes are recorded and analysed.
2. Analyse strategies for working with non indigenous organisations and people	2.1. Differences in relation to working as an indigenous person within a non indigenous organisation and/or person(s) are recorded. 2.2. Potential conflicts are recognised. 2.3. Strategies for minimisation of conflicts are identified and implemented.
3. Analyse the impact of a non indigenous framework on an indigenous business structure	3.1. Requirements of a non indigenous framework are identified and analysed. 3.2. Indigenous ways of working are identified and analysed. 3.3. Potential conflicts in relation to an indigenous organisation working within a non indigenous structure are identified and recorded. 3.4. Possible strategies to negotiate through the conflict are identified and implemented.
4. Develop and implement a vision for the business	4.1. Planning processes are identified and evaluated. 4.2. Identify goals and directions for the business. 4.3. Apply goals and directions to operate within a culturally appropriate framework. 4.4. A model for planning business activities is developed and presented.

## Required Skills and Knowledge

### REQUIRED SKILLS AND KNOWLEDGE

**REQUIRED SKILLS AND KNOWLEDGE**

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

**Required skills**

- manage cultural processes in an indigenous organisation applies to the
- deal with personal negative responses/reactions in a positive way.
- develop strategies that support the concept/implementation of Indigenous management (principles).
- understand and engage effectively in mediation and conflict resolution.
- 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**

- contemporary management practices and styles.
- indigenous management practices and styles.
- business planning and strategic planning practices.

## 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>• recognise differences between indigenous and non indigenous management processes</li> <li>• identify the accommodation required to meet non indigenous business requirements through indigenous management processes</li> <li>• apply a strategic/business planning model to an indigenous organisation.</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.	
Indigenous management processes involved may include:	<ul style="list-style-type: none"> <li>• indigenous ways of managing such as group decision making processes</li> <li>• "flatter" management structures (egalitarian)</li> <li>• focus of control</li> <li>• and organisational structures.</li> </ul>
Non indigenous management processes involved may include:	<ul style="list-style-type: none"> <li>• decision-making processes top-down</li> <li>• formal management structures</li> <li>• focus of control</li> <li>• organisational structures</li> <li>• communication patterns.</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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