



Australian Government

AHCILM601 Manage cultural processes in an Indigenous organisation

Release: 1

AHCILM601 Manage cultural processes in an Indigenous organisation

Modification History

Release Number	TP Version	Comments
1	AHCv1.0	Initial release

Application

This unit of competency describes the skills and knowledge required to manage cultural processes in an Indigenous organisation according to Community and organisational guidelines and best practice procedures.

This unit applies to individuals who plan and manage strategic direction for indigenous organisations with the need to work within cultural protocols and promote cultural diversity and integrity.

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

Pre-requisite Unit

Nil.

Unit Sector

Indigenous Land Management (ILM)

Elements and Performance Criteria

Element	Performance criteria
Elements describe the essential outcomes.	Performance criteria describe the performance needed to demonstrate achievement of the element.
1. Define Indigenous management processes as compared with non-indigenous strategies	1.1 Identify the framework or organisational structure for the organisation or Community 1.2 Define Indigenous management processes 1.3 Define non-indigenous management processes 1.4 Record comparisons between Indigenous management process and non-Indigenous management processes 1.5 Record and analyse differences between Indigenous management

Element	Performance criteria
	structures and non-Indigenous management processes 1.6 Investigate ways of applying Indigenous management processes to legal frameworks in which all businesses operate
2. Analyse strategies for working with non-Indigenous organisations and people	2.1 Record differences in relation to working as an Indigenous person within a non-Indigenous organisation or person 2.2 Recognise potential conflicts 2.3 Identify and implement strategies for minimisation of conflicts
3. Analyse the impact of a non-Indigenous framework on an Indigenous business structure	3.1 Identify and analyse requirements of a non-indigenous framework and legislative requirements for businesses 3.2 Identify and analyse Indigenous ways of working 3.3 Identify and record potential conflicts in relation to an Indigenous organisation working within a non-Indigenous structure 3.4 Identify and implement strategies to negotiate through the conflict
4. Develop and implement a vision for the business	4.1 Identify and evaluate strategies and planning processes 4.2 Identify goals and directions for the business 4.3 Apply goals and directions to operate within a culturally appropriate framework 4.4 Develop and present a model for planning business activities

Foundation Skills

Foundation Skills essential to performance are explicit in the performance criteria of this unit of competency.

Range of Conditions

Unit Mapping Information

This unit is equivalent to AHCILM601A Manage cultural processes in an Indigenous organisation.

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=c6399549-9c62-4a5e-bf1a-524b2322cf72>

Assessment Requirements for AHCILM601 Manage cultural processes in an Indigenous organisation

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Performance Evidence

The candidate must be assessed on their ability to integrate and apply the performance requirements of this unit in a workplace setting. Performance must be demonstrated consistently over time and in a suitable range of contexts.

The candidate must provide evidence that they can:

- define and apply cultural processes within 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

Knowledge Evidence

The candidate must demonstrate knowledge of:

- contemporary management practices and styles
- Indigenous management practices and styles
- business planning and strategic planning practices
- Candidates must demonstrate an in depth knowledge of legislation and regulations that apply to management of an organisation.

Assessment Conditions

Assessment must comply with Community protocols and be supported by Elders and Custodians of Country.

Assessors must satisfy current standards for RTOs.

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