

I've not failed, I've just found 10,000 ways  
that didn't work...



Supporting community build self sufficient  
longevity.

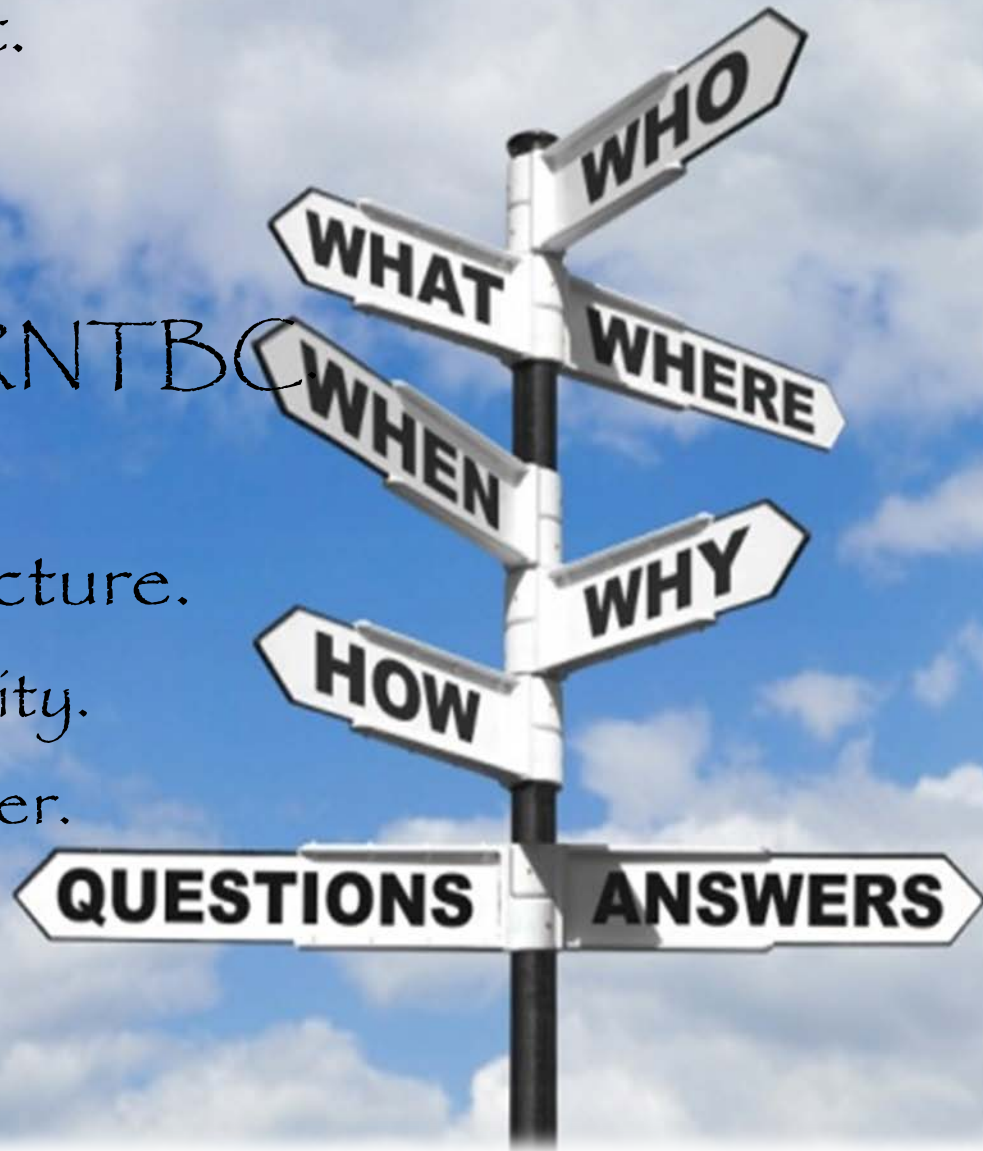


NATIONAL NATIVE  
TITLE CONFERENCE  
**2016** ●●●●  
strong culture. strong country. strong future

By Craig Allen.

# Setting the Scene.

- Acknowledgment.
  - Larrakia.
  - Our Elders.
  - YYTLOACRNTBC
- Corporate Structure.
  - Economic capacity.
  - Sole Shareholder.



# Setting the Scene.

- No chronological order.
  - Family + Community.
  - The Journey.
  - Balancing Business.
  - Hitting Targets.
  - Ways of Working.
- My...
  - Superficial.
  - Interpretation.
  - Journey.
  - Observation and reflections based on my experiences over the last ~8 years.
- Do not pretend to know it all.



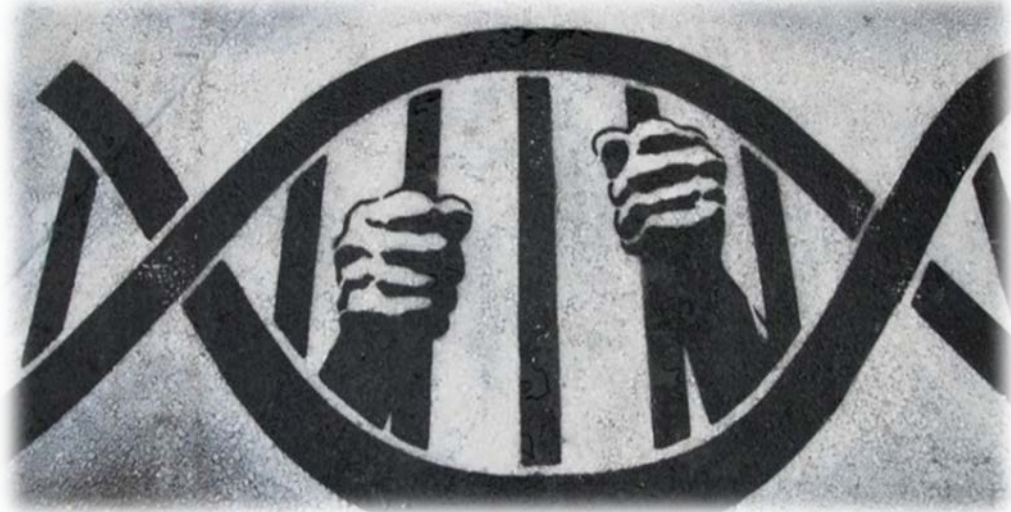
# Family & Community.

- I lub my family + community.
  - Unconditional support... well almost!
  - Difficult undertaking this journey if not for...
    - The knowledge of our ancestors and elders.
    - The close relationships that have been built over the years .
    - My girls.



# Family & Community.

- Working through the community dynamics.
  - Inclusion vs exclusion.
    - Aboriginal vs Anthropological.
    - Genealogies and Genetic Testing.
    - Progression of work out of hours vs Collusion.
  - Own worst enemies.
    - Family Dynamics.
    - Pressures.



# The Journey.



# The Journey - Balancing Business.



# Balancing Business.





# Balancing Business.



- In the context of cultural law (lore) and processes, ways of working knowing vs Expectations of the business world.

# Balancing Business.

- Rates of remuneration.
- Contributions from all Board members.
- Meeting...
  - Governance.
  - Attendance (inc. start time).
  - Pace.
  - Content.
  - Completion or Resolution of items.
  - Fatigue.
- Asking vs Telling.
  - Expectations and timeframes with external service providers.
  - Scheduling meetings.
  - Consultation.
- Regulation.
  - Self.
  - Community.
- Gate Keeping and Transparency.
  - Board.
  - Community.
- Understanding of the system.
- Popularity Contests Vs Skills knowledge and value add.
- Relationships.
  - Fellow Board Members.
  - Communities.
  - External Service Providers.

# Balancing Business.

- Own Desires vs “Expert” Advice.
- Evidence Base.
- Short vs Long.
- Resistance ~ Unfortunately...
  - Business is inflexible.
  - Can custodians influence business.
  - Recognizing and Building Skills and Expertise.

# Balancing Business.



- Exploration vs Exploitation.
  - Spending money to make money.
  - Throwing Good Money After Bad.
  - Knowing when to “*Cut Your Losses*”.

# Hitting Our Targets.



# Hitting Our Targets.



- Communities Adequacy:
  - Management infrastructure.
  - Economic infrastructure.
  - Social infrastructure.
  - Human infrastructure.
- Supporting development of these maybe a priority.
  - KPI's.
    - Self?
    - Community?
    - Independent Assessors?
    - Combination of the above.

# Ways of Working.



# Ways of Working.

- Philosophy
  - “Cultural Way First”.
- Exposure.
  - Navigation.
  - Negotiation.
  - Capacity building.
  - Diversity.
  - Support.







# Ways of Working.



- Collaboration.
- Individual vs Collectivist Approaches.
  - Goes well = Look what I did.
  - Does not so good = Look what they did.
    - Unsupportive of the group decision or majority vote.



- Hegemony.
  - How deep are the holes.
  - Homogeneity.



# Ways of Working.



Staying Ahead.



# Staying Ahead.

- Courage to Speak up.
  - Being prepared to hold people accountable.
  - Not about making friends however maintain relationships.
  - Health respect.



- Desire...
  - Change.
    - Long term - Solid - Systematic - Positive.
  - To see community succeed.

# Staying Ahead.

- Catalyst for Change.
- Leadership + Influence.
  - Informed decision making.
  - See the collectivist vision.
  - Thinkers + Doers.
  - Collaboration.
  - Deal with the issue not the individuals.
  - Surrounding ourselves with the right people.
  - Recognising and capitalising on opportunities.
- It's the process that is important...



# Questions or Comments.

