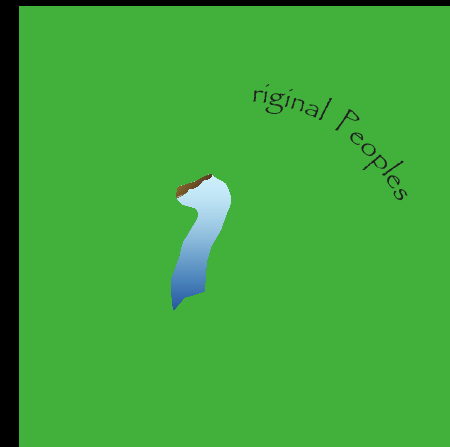


WHY WOULD TRADITIONAL OWNERS WANT TO DEVELOP THEIR LEADERSHIP?



AIATSIS



LEADERSHIP FIT

THE CAIRNS INSTITUTE
Research in tropical societies



JAMES COOK
UNIVERSITY
AUSTRALIA

THE KARNYIRNINPA JUKURRPA MARTU LEADERSHIP PROGRAM



Nyari Morgan, Billy Landy (Butler), Mclean Williams,
Stewart Watson, Andrew Minyardie, Galvin Roberts,
Lindsay Crusoe, Tim Schneider

The *BAMA MARRJA* LEADERSHIP PROGRAM

strong Bama
for rainforest culture, country and kin

Robyn Bellafquih, Phil Rist and Joann Schmider



20 Tribal Groups, 20000 Traditional Owners,
200 generations and 20+ years
of looking after Australia's world heritage –
our wet tropics rainforest country, culture and people

Project 2020:

Our 20 point plan for appreciating its cultural values.

Can identify approx 25
Bama participants in
national or state run
Indigenous leadership
development programs
*(how do you utilise these
people?)*



Canberra university student Lorna Schmdier-Woodcock (front) was one of more than 70 to take part in a week-long Indigenous Leader's conference at Genazzano on Lake Tinaroo last week.

Workshop in the rainforest

Understanding Community, Government and Other Stakeholders

Knowledge and understanding

Skills incl engagement

Personal qualities

Walking in Two Worlds

Conflict Resolution and Peacemaking

- ❖ You represent your **family, locality group/clan, Tribal Group and Rainforest people Bama** *what do you need to know and understand about who you're representing?*

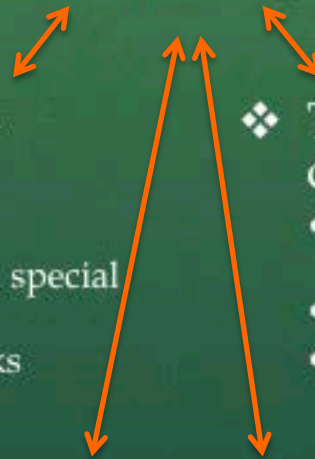
- ❖ **Cultural and NRM-related NGOs**
 - Regional NRM body
 - Catchment area groups, special interest groups
 - Culture related networks

- ❖ **Government**
 - Lead agencies including world heritage management body
 - Local LGAs, State, Commonwealth

(as well as *whole-of-government* approaches)

- ❖ **The research community**
 - Universities (domestic and international)
 - Research institutes
 - Special partnerships - The Cairns Institute

- ❖ **Domestic and international public**
 - Commerce and industry
 - Tourism sector and park use
 - Business groups and chambers of commerce
 - Regional development networks





- *We need leadership driven by the people.*
- *We need strong leaders doing it in a cultural way.*
- *How do we nurture this leadership in the community?*
- *We need specific leadership programs for Bama.*
- *I want leadership, old ways.*
- *Leadership has to be open to anyone wanting to take the next steps and willing to embrace success. When the whole community walks together, everyone prospers.*
- *What's the leadership you are showing in your family, TO community and organisation?*
- *What do we look like in 150 years time?*
- *The workshop was a means to connect Rainforest Aboriginal peoples who were deeply conscious of loss and cultural revitalisation.*
- *Helps to unpack the relevance of leadership development in a TO context.*

Growing the Bama Marrja Leadership Program

- 1 Annual regional leadership workshop
- 2 Program design incl developing the facilitators/team
- 3 Signed off on by the 20 TO rep bodies
- 4 The regional program connects with 20 TO group plans
- 5 Invite neighbouring regional groups



Report to Community
July 2014

By Edward Watkin, Joann Schmider and Robyn Bellafquih

History and nature of Indigenous leadership development programs

from AIATSIS-led beginnings to programs across Australia

Edward Watkin



LEADERSHIP **FIT**

Traditional Owner Leadership and Governing Country

natural resource and land management,
ecosystem services and governance

Allan Dale

Prediction

- Over the next 50 years, self-defined Traditional Owner groups will become the dominant place-based economic entities across northern Australia

But, only if

- Strong forms of traditional owner leadership in governing country continue to grow



Key Strategic Roles at Different Scales

Country-based leadership built on

- Continuous improvement in people
- Strong and expanding economic control over land and marine resources
- A long term commitment to place
- A special place in regional development

Growing values
and cultural
foundations across
the whole group
human resource

Tenure Blind:
Growing rights and
access to land and
sea resources and
wealth-based
assets



Key Leadership Challenges for Traditional Owners

- 1 Ensuring the strength of and support for the **key cultural champions/knowledge holders and business leaders**
- 2 Rebuilding the **values base** across the entire group
- 3 Reconciliation and rebuilding **internal group dynamics**
- 4 Collaborative **alliance building** across groups and defining clear roles for alliance groups at higher scales
- 5 Real leadership in strategically protecting country and defining economic opportunities (**country planning**)
- 6 Genuine **clarity** in pursuing native title rights and strategies and for strategic joint venturing approaches
- 7 Exceptional **organisational governance** and partnerships
- 8 Exceptional approaches to ensuring country delivers **social, economic and cultural outcomes** for the mob
- 9 Innovative ways **to grow and share the benefits** of tribal wealth (i.e. a TO nation's policy agenda)





Returning to the Prediction:

“Over the next 50 years, self-defined Traditional Owner groups will become the dominant place-based economic entities across northern Australia but only if strong forms of traditional owner leadership in governing country continue to grow.”

Name Indigenous leadership development group or individual programs you know your TOs have participated in

- 1 WHY** would TOs want to develop their leadership?
- 2 HOW** is such participation useful for CNRM and/or your organisation?
- 3 WHAT** would a TO leadership development program look like?
- 4 WHAT** 3-5 elements are most important?
- 5 HOW** would you go about getting that in place?

· The Call to Action

PLEASE GIVE US YOUR NOTES

WHERE TO FROM HERE?

- **WHY** would TOs want to develop their leadership (natural resource and land management, ecosystem services, governance etc)?
- **HOW** do we do it?
- **WHAT** happens next
 - PBC level? Regions? Nationally?

