



WORK WITH US

IT STARTED AND CONTINUES AS A CONVERSATION BETWEEN FRIENDS

Acknowledge This was founded in March 2020 by Rhys Paddick and Emma Gibbens. Our training combines Rhys' experience as an Aboriginal educator and Emma's experience in facilitating deep conversations to create an energising, inspiring and high-impact training.

Rhys is an expert in cultural desensitivity, how to explore and connect with Aboriginal peoples and cultures with courage, excitement and joy - as opposed to facilitating cultural change from the all too common place of shame, guilt and fear. Rhys specialises in moving people and businesses out of ticking boxes into a place of authenticity. A storyteller and artist, Rhys takes from his 15+ years of working with and for Aboriginal people and organisations, and has designed and delivered multiple workshops, trainings and keynotes all in an effort to connect fellow Australians to our common cultures.

Emma activates leadership in change, one conversation at a time. She inspires people to take action and create inclusive change through speaking, training, conversations and strategic campaigns. Emma's energetic, playful and dynamic approach enables everyone to participate and belong, creating change that sticks. She believes transformative change occurs through iteration, by walking together on common ground in a shared direction. Emma has managed political and advocacy campaigns across the US and around the world for over 15 years, specialising in scaling grassroots movements.



WORKSHOPS

ACKNOWLEDGE THIS!

Acknowledge This! is a fun and interactive training workshop on how to deliver an authentic Acknowledgement of Country.

Many people and organisations are delivering Acknowledgements of Country, but don't understand how to make it meaningful. Most people who deliver an Acknowledgement either read from a script or treat it as a "tick box" part of housekeeping. This tokenistic presentation defeats the true purpose of Acknowledgements of Country.

We'll provide your team with the foundations to create a genuine and authentic Acknowledgement of Country, focusing on the place, people and position you're in. We also address the challenges of delivering an Acknowledgement, common questions and fears, and offer a simple structure to start building your own authentic Acknowledgement.

Training Outcomes:

- A deeper understanding of Acknowledgement of Country;
- A deeper understanding of the purpose of each part of an Acknowledgement of Country; and
- Develop a personalised Acknowledgement of Country format to adapt for any gathering where you want to acknowledge our shared history and place.

Delivery and Cost:

Acknowledge This! is a 2 hour workshop for up to 100 participants. It can be delivered in-person or virtually via any video conferencing software, and costs \$6,500 + GST. An additional hour can be made available for \$1,500 + GST, which expands the time for questions, working through your organisation's protocols or working on your organisation's Acknowledgement.

A 1 hour keynote version is available for \$5,000 + GST.

WORKSHOPS

RECONCILI-ACTION

Reconcili-Action is an inspirational and transformational workshop on how to courageously participate in culture change through authentic action.

In Reconcili-Action we explore how we can all participate fully in our shared Australian culture. We will review different change strategies and how change happens, what our role is to shape our culture and how we can take more authentic and courageous actions. We want to help you find your place in reconciliation, gain awareness of the many everyday moments of change and have the confidence to act when you feel called to.

Training Outcomes:

- Deeper understanding of reconciliation, allyship and Country
- Knowledge of pathways for change
- Customised action plan leveraging your unique super powers and circles of influence
- Increased personal responsibility and empowerment to take courageous action

Delivery and Cost:

Reconcili-Action is a 2 hour workshop for up to 50 attendees. It can be delivered in-person or virtually via any video conferencing software, and costs \$6,500 + GST.

*Please note: completing Acknowledge This! training is recommended before attending Reconcili-Action

RAP ASSISTANCE

WHETHER YOU'RE STARTING YOUR FIRST REFLECT RAP OR HAVE AN EXISTING RAP WORKING GROUP - WE CAN HELP!

Many organisations lack clarity on how they can authentically and meaningfully integrate traditional cultures into their business. We work with organisations to increase their awareness and understanding of how to exactly that, so that you can create dynamic and inclusive culture. Move beyond box checking, and have fun along the way.

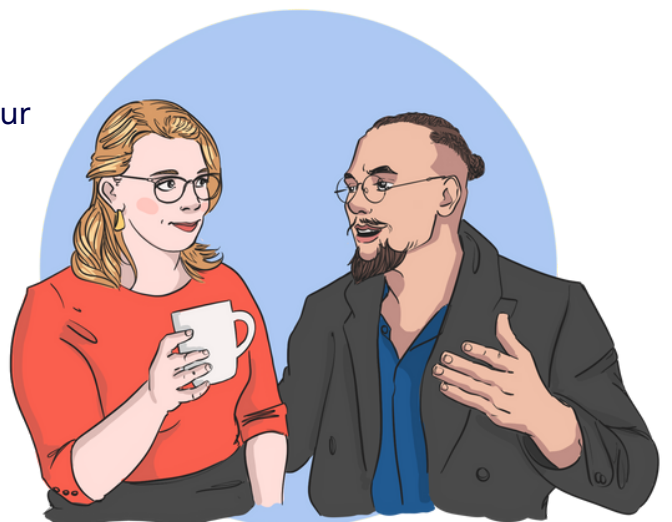
Using our signature conversational style, together we work to connect personal intentions to organisational objectives. This creates an environment where people willingly take personal responsibility to act and impact change in their surrounding environment. This bottom up strategy results in individuals creating ripples of change in unique ways. We run two workshops to assist with this process, and are open to innovating our content to meet your unique needs.

In addition to RAP specific workshops, we can assist with:

- Creating and drafting your first Reflect RAP
- Working with your existing RAP to complete action
- Igniting new energy into your existing RAP
- Representation of Indigenous Advisory role on your RAP Working Group
- RAP Artwork

If you'd like a partner to walk with you on your RAP journey, let's have a chat and explore how we can collaborate!

[Book a call directly with Emma here](#)



RAP WORKSHOPS

FINDING OUR WHY

The Finding Our Why workshop aligns our motivations as we continue the journey of reconciliation. By naming our shared values in this work, we can more confidently collaborate in this process.

Add optional 1:1 stakeholder interviews with leaders to capture their personal intentions, stories and voice. Exploring why they feel passionate about reconciliation guides the overarching process, ensuring buy-in and alignment which accelerates internal approval processes.

Delivery and cost:

Finding Our Why is a 90 minute workshop and costs \$6,500+GST

Optional 1:1 stakeholder interviews are 30 minutes each and cost \$1,000+GST

IDEATING THE POSSIBILITIES

The purpose of this workshop is to brainstorm all the actions we could add to the Reflect RAP and keep in mind for future RAPs. We encourage participants to get creative, identify unique opportunities and generate activities for the short, mid and long term. While not every activity will be included in the first RAP, it is helpful to explore all the possibilities to know what you could build towards.

The activities will be generated across four categories (Relationships, Respect, Opportunities, Governance) and will contribute to the initial drafts of the Reflect RAP.

Delivery and cost:

Ideating The Possibilities is a 90 minute workshop and costs \$6,500 + GST

ELEARNING

ACKNOWLEDGE THIS! IS NOW AVAILABLE IN AN ELEARNING MODULE FOR YOUR ORGANISATION'S LMS

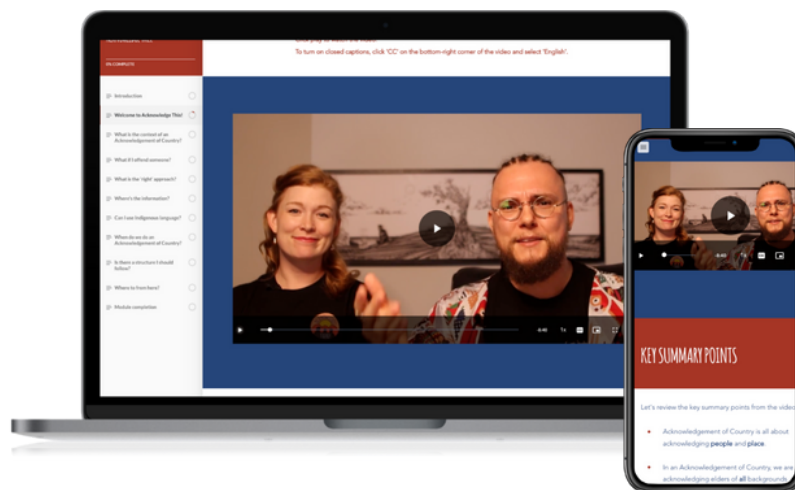
Many organisations use this training as part of their onboarding process to set a welcoming and connective tone with new employees.

Each section has a short video introduction, summary of key points and a reflection question.

Our eLearning has been developed by learning development specialists, and meets best-practice for video learning. This includes:

- Workbook for participants to use alongside the eLearning to take notes and for reflection exercises.
- Editable Acknowledgement of Country structure word document so participants can start and continue working on their personal Acknowledgment of Country.
- Quick reference guide of key concepts. Videos are recorded in high resolution with high quality audio.
- Text sizes and eLearning format meets online accessibility standards

Recommended duration of module is 1.5 - 2hrs The eLearning comes as a SCORM file, generated by Rise Articulate, for you to upload into your LMS. We will work with you to accommodate integration with your existing software.



SPEAKING



Rhys and Emma inspire courageous participation in culture change.

Through speaking, we communicate big concepts with humour and elegance. Their engaging sessions are energetic, enjoyable and transformational. Participants leave buzzing and ready to start conversations.

On stage their friendship shines, and the audience is invited in to join their ongoing conversations. Together their speaking styles dance in harmony, providing something valuable for every mind, heart and spirit in the room.

They have a number of prepared keynotes, and are available to develop custom keynotes on a variety of topics including:

- Reconciliation
- Allyship
- Communication and difficult conversations
- Action and advocacy
- Identity
- Tokenism and authenticity

BIGGEST MOB OF THANKS!

WE LOVE WHAT WE DO AND IT WOULDN'T BE
POSSIBLE WITHOUT YOU!

