



LINKING
FUTURES

Capability Statement



Our Vision

Linking Futures is recognised as a market leader, collaborating with companies, individuals, and communities; supporting strong and dynamic futures for Aboriginal Australians.

- ✓ We are a Professional Services company, assisting business and government to develop in them, a capacity to collaborate with Aboriginal clients, and meet the expectations of the communities in which they operate.
- ✓ Linking Futures partners with companies and government to meet Aboriginal procurement targets and enhance their relationship with Aboriginal Australians.
- ✓ Developing your team's Cross-Cultural Understanding, Appreciation and Competence

Our Values

Linking Futures is a Values-based organisation. Our Values are the foundation upon all our actions and activities are based. Our Values are:

Mutually Successful Relationships – *Linking Futures enriches our clients' understanding and support of the Aboriginal communities in which they operate*

Collaborative Learning & Development – *Linking Futures Guides its clients to deeper and mutual understanding of one another*

Respectful, But Accountable – *Linking Futures balances respectful and empathetic acknowledgement of cultural differences, with the important need for accountability in the commercial world of our clients*

Excellence In All We Do – *Linking Futures passionately delivers its innovative solutions while encouraging new and diverse ways of thinking about connecting with Aboriginal communities*



Our Value Proposition

Linking Futures is unique in the professional advisory services marketplace. We are a majority Aboriginal-owned professional advisory services company, providing blame-free and guilt-free cultural awareness and cultural safety training through our accredited training curriculum. And we supplement our accredited training with wide-ranging professional advisory services, delivered by our multi-industry experienced consultants, with the express aim of creating and broadening economic independence for Aboriginal people.

Each of the principles of Linking Futures brings substantial industry diversity and depth of experience. We have firsthand experience in building and construction, water and wastewater, ISO Standards, and their integration, all three tiers of government liaison; Stakeholder Engagement; Industrial Relations; Organisational Psychology; Board Leadership & Corporate Governance; Environment; Community Engagement; and Youth, Women, and Families; and are well connected across the finance, service, and heavy industry sectors.

Linking Futures' training curriculum: '*The Pathway to Cultural Immersion*' comprises eight pillars, with each pillar representing a key theme. These themes range from "*The Importance of Protocol*" through to "*Reconciliation... What Can Your Organisation Do?*" Each pillar is made up of several modules, twenty-seven in total across the eight pillars, and they comprise an aggregated 27 hours of experiential learning.

Also unique to Linking Futures is our ability to link our proven curriculum to practical, meaningful Aboriginal cultural activities that augment your training. These include: meaningful RAP development, plus Aboriginal recruitment and training, Aboriginal-friendly policy development (as part of a 'Governance' module), the selection and display of Artwork, the creation and use of firepits, the development of yarning circles, the introduction of native foods, and the effective use of Grannies Groups. All these elements constitute our enviable, multi-faceted, corporate Aboriginal wrap-around service to ensure success.



Our Capability

Training & Cultural Awareness- *Linking Futures offers a unique value proposition to its clients through an integrated, modular training curriculum. Comprised of eight strategic pillars, and with each pillar comprising various modules, the Linking Futures' curriculum provides a proven pathway to cultural immersion for our clients.*

RAP Development- *At Linking Futures, we understand the challenges around RAP development, and offer a bespoke pathway to your RAP development that is uniquely genuine.*

Project Management- *At Linking Futures, we have experienced site management and construction expertise, with the capability to supervise multi-million-dollar projects within tight timeframes. Previous projects of our staff include Lot 14, Adelaide Oval Redevelopment Project, Hardened and Networked Army, and the GHD House refurbishment.*

Board Leadership & Governance- *At Linking Futures, we also bring wide-ranging Non-Executive Director experience of Board governance, leadership, and strategic planning development.*

Stakeholder Engagement- *At Linking Futures we have experienced practitioners in challenging stakeholder management scenarios, who are effective communicators and negotiators, who can assist you with your stakeholder engagement needs.*

Driving cultural change and efficiency- *At Linking Futures, we have national and international experience in driving productive efficiency and productivity, championing transformational and cultural change, and employee engagement uplift. We have experience in Lean Manufacturing, Operations Management, and intimate knowledge of the full suite of ANZ/ISO standards including 4801, 9000, 14000, 22000, 55000 and their integration.*

Environmental Stewardship- *At Linking Futures, we bring extensive environmental leadership and management through our experience of Landscape Boards, Water Industry, and an array of large construction projects.*

Industry diversity- *At Linking Futures, we have firsthand experience in building and construction, water and wastewater, all three tiers of government liaison, Industrial Relations, Organisational Psychology, and are well connected across finance, service, and heavy industries through our partners.*

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