

# GUREHLGAM

ABN: 91 103 222 411

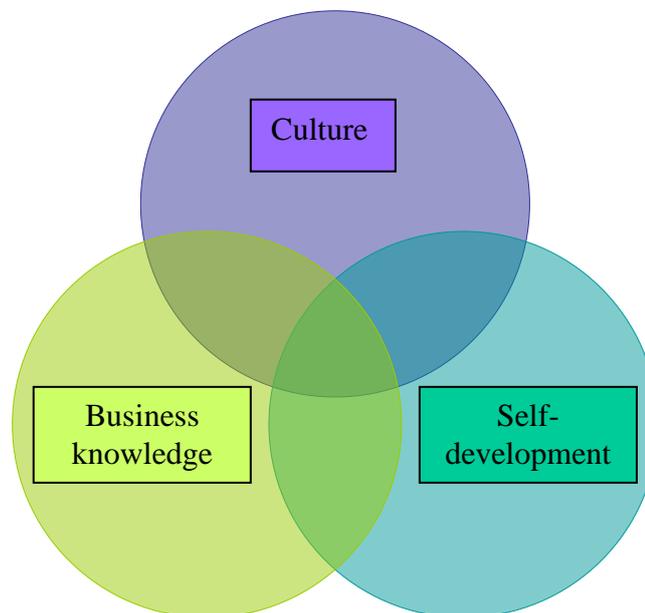
## Gurehlgam Training and Business Services

### An overview of Gurehlgam Training; people and programs.

Gurehlgam is a not for profit company, set up and run by Indigenous Australians in the Many Rivers area of New South Wales for the benefit of Indigenous people, families and communities. The company has two branches as shown in the company structure in our company profile. As a professional project management company we contract to government and NGO organisations to deliver services to Indigenous people and communities<sup>1</sup>

As a training company we aim to provide a range of training and personal development programs to individuals who may be supported or referred from government agencies or community organisations.

### TRAINING DIMENSIONS



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<sup>1</sup> See the company profile for a more comprehensive picture and a list of current projects.

# Gurehlgam Training

Training overview Jan 2016

Our ethos is based on the concept that the better informed a person is about his or her options, the better choices they make for themselves and those who are close to them. We work at providing the tools for the individual to make these choices. For Aboriginal Australians, knowing how to access services, developing self confidence and gaining marketable skills are the beginning; the encompassing framework is to recognize the cultural and social history and how they impact on life today.

All our programs are built on this premise.

## List of Contents.

TRAINING DIMENSIONS.....	1
PROGRAM OUTLINE .....	3
REAL RELATIONSHIPS .....	4
MY STORY .....	4
WORKING/LIVING IN THE WORLD.....	6
SHADOWS NO MORE .....	<b>Error! Bookmark not defined.</b>
BUSINESS SKILLS .....	<b>Error! Bookmark not defined.</b>

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ABN: 91 103 222 411

## Gurehlgam Training and Business Services

This table provides a summary of our present programs.

### PROGRAM OUTLINE

Program	Audience	Outcomes
Real Relationships	Those struggling with personal relationships. Some are self referred; others are directed by the magistrate, Dept of Housing, Juvenile Justice or Community Health workers.	The participant gains an understanding of the trigger issues and the choices they have when these occur.
My Story	Specifically Indigenous, this program is aimed at primarily youth and young adults who are struggling to understand their identity.	Confidence in knowing who you are and how you fit into society
Cultural Healing	A companion program to Real Relationships and My Story, the Cultural Healing program uses culturally suitable contexts to help the individual build a personal toolkit for survival.	Stronger, self motivated, confident and resilient individuals
Living/Working in the world.  A cluster of twelve short life skills programs	Everyone. We all struggle at times with some of the common things in our life; budgeting, understanding the way governments work, and many more	More confidence in dealing with the agencies that make up our confusing world. Avoiding the harsher consequences of not complying with society's demands.
Business Concepts	New entrants into the business world.	Provides a realistic view of how to start a business.
MSEx – Mind Stretching Exercises.	Organisations or groups for strategic planning and problem solving.	Facilitated tools to bring out a range of ideas to help the organization plan.
All Children Being Safe	Primary school children	Building resilience
Seasons for Healing	Adults who need to develop strategies to address grief, loss and trauma in their own lives and others close to them	Better management of the stresses each person experiences.

# **Gurehlgam Training**

Training overview Jan 2016

## **REAL RELATIONSHIPS**

Now in use in Coffs Harbour, Macksville, and Kempsey; this is a six week program aimed at giving participants a better insight into how they react to situations that can result in negative behaviours. The program has the support of many community sector agencies that refer their clients to the course to help with family relationship issues.

This is not a mediation or counselling course. The participants are most commonly in a relationship that is not functioning smoothly. It may be wife and husband or it may be neighbour and neighbour. At some point the participants have come to the attention of the Courts or social services and this course is proposed as a circuit breaker.

During the program, the participant learns to recognise the triggers that set the chain of action/reaction in motion. Once they can be recognised, it becomes easier to acknowledge and take responsibility for the outcomes. As the person's self awareness grows, their negative actions can be controlled and solutions become easier.

## **MY STORY.**

### **An introduction.**

*“Stories or oral history have always been an important part of Koorie cultures. Before Europeans came to Australia, stories were the foundation and means to continuation of every element of culture including knowledge of law, spirituality, agriculture and harvest, movement and migration of animals and seasons, tribal boundaries. These stories were passed on through the generations – which is a long time considering we are the oldest living culture in the world – and these stories continue to be passed on today.*

*Kinship and connection between Koorie families is essential for understanding place and relationships within the Koorie community.*

## Gurehlgam Training

Training overview Jan 2016

*.....knowledge of who they are and where they come from helps to develop connections with their family and history.<sup>2</sup>*

This extended quote from the Koori Heritage Trust website forms the foundation of our program. “My Story” is a program that builds on the rich oral tradition of Indigenous people.

It will use story, song, dance and visual art to allow each participant to create their own story in a form that suits them individually and sits within their own group experience; family, friends and community.

Each participant will create an evolving portfolio of work that may only ever be of interest to him/her but may also form a platform for ongoing creative expression. The outcome is to validate the individual.

The sessions will be structured but participants will be allowed to follow a particular path that seems promising if it suits the whole group. Sessions will cover:-

- Indigenous history in broad terms with an emphasis on what the participants can contribute to the discussion. How does history relate to you?
- Art as a way to tell a story, using examples known to the participants. This will cover traditional, ancient and modern interpretations.
- Story structure. Ways to put the elements together.
- Who is this story for?
- Song and dance as a way to tell a story using Indigenous artists who use all forms of music and dance to express their understanding of the world they live in.

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<sup>2</sup> See [http://www.koorieheritagetrust.com/oral\\_history](http://www.koorieheritagetrust.com/oral_history)

# **Gurehlgam Training**

Training overview Jan 2016

## **Conclusion.**

This is not to be seen as a surrogate art program. It is a personal development program that uses the traditional methods of story telling to help participants come to a higher understanding of who they are, where they come from and how they fit within the Aboriginal world and the mainstream community.

## **WORKING/LIVING IN THE WORLD**

### **Introduction.**

For most of us, this life can get very confusing. We play the roles of adult, employee, father, mother, kin, co-worker, etc. and most of all, client to a seemingly endless stream of companies and organisations all wanting something from us:- money mainly but there are other pressures too.

Our program is designed to help people deal with all the day to day stuff that we must face; landlords, family, work, medical services, welfare services, police, culture, owning a car or house, buying anything, the banking system, keeping healthy and enjoying life.

Each session will run for three hours, with a break. Participants can be all male or all female or combined, depending on the topic. Group size can be up to twenty.

Each session will cover a discrete topic, therefore participants can join at any stage. There are twelve topics in the list. (it is possible to vary this after the first cycle depending on responses.)

### **Topics.**

1. Money; how to get it and how to keep it. Covering basic banking, budgeting, ATMs and forward planning.
2. They want your money. Dealing with the many ways people have to get your money; scamming, humbugging, rorting and other deceits.
3. If I had a decent job. Jobs are not hard to find, they are just hard to get. Where to look and how to get that job.

# Gurehlgam Training

Training overview Jan 2016

4. Holding on to that job. If you have found the right job, here are some tips to keeping it and knowing when it is time to start looking for the next job.
5. They keep sending me these forms. Working through some examples of the seemingly endless stream of forms; what they want and how to cope with them
6. Housing. How the system works and how to make the most of it. Dealing with landlords.
7. Medical services. Who can you call on when you feel crook?
8. Staying healthy. More about taking care of yourself and feeling strong.
9. Cars and licences. All you need to know to stay on the road – legally. Avoiding the traps that can lose you your licence; Ownership and registration of your car or bike.
10. Police. Understanding the role of the Police and the rightful ways they can help you.
11. Courts. How come there are so many different courts? Using and avoiding the court system, legal aid and other forms of legal support.
12. We are all consumers. A look at the rights and wrongs about buying and selling:- contracts, lay-bys, returns, guarantees, etc.

## **BUSINESS CONCEPTS.**

A flexible program, designed to be delivered over eight weeks with own work activities between each session. The intent is to explore the world of small business with a view to taking it further if the knowledge gained opens that door.

Session 1                      An introduction - At the end of the session, the group will have a better idea of what it takes to be in business. They may have decided to work on their own ideas or brainstorm a shared idea to help them on the journey.

# Gurehlgam Training

Training overview Jan 2016

- What is business anyway?
- What sort of business?
- Am I the right sort of person for this business?
- Can I make money this way?
- How hard can it be?

Session 2                    The business world – An exploration of the environment in which a business works. Exploring new ideas, trends and innovation.

- How do people start a business?
- What are the basic ways to discover a new opportunity?
- Why would people buy from you?
- What makes you different?
- How can I use the internet?

Session 3                    Legalities – to gain a basic understanding of the legal framework in which the business owner operates.

- What is a business structure?
- What licenses do I need?
- What protection can I get?
- How do I deal with the tax man?

Session 4                    People – Relationships in a business; dealing with family in home businesses or at work; hiring the right people, complying with IR law and making sure you get the best from each one in the business.

- Setting guidelines for working together.
- Who's the boss anyway?
- How to get the best people to work with you?
- How to get the best people to work for you.
- Awards, conditions, rights and responsibilities.

Session 5                    Marketing 1 – An introduction to marketing a business. The participant will look at why people buy, who they are and how to increase sales through marketing.

- Defining "the market".
- Targeting my buyers.
- Refining the product and service mix.

Session 6                    Marketing 2 – putting together an integrated marketing plan

- Pricing as a weapon.
- Getting the supply/demand chain right.

# Gurehlgam Training

Training overview Jan 2016

- Planning for sales.

Session 7            Money and assets.

- Start up capital
- Working capital
- Cash flow
- Profit and loss
- A managers role in finance.

Session 8            Putting it all together.

- This session will bring together all the stands of the course. Try to fill in the gaps. See where to go from here.