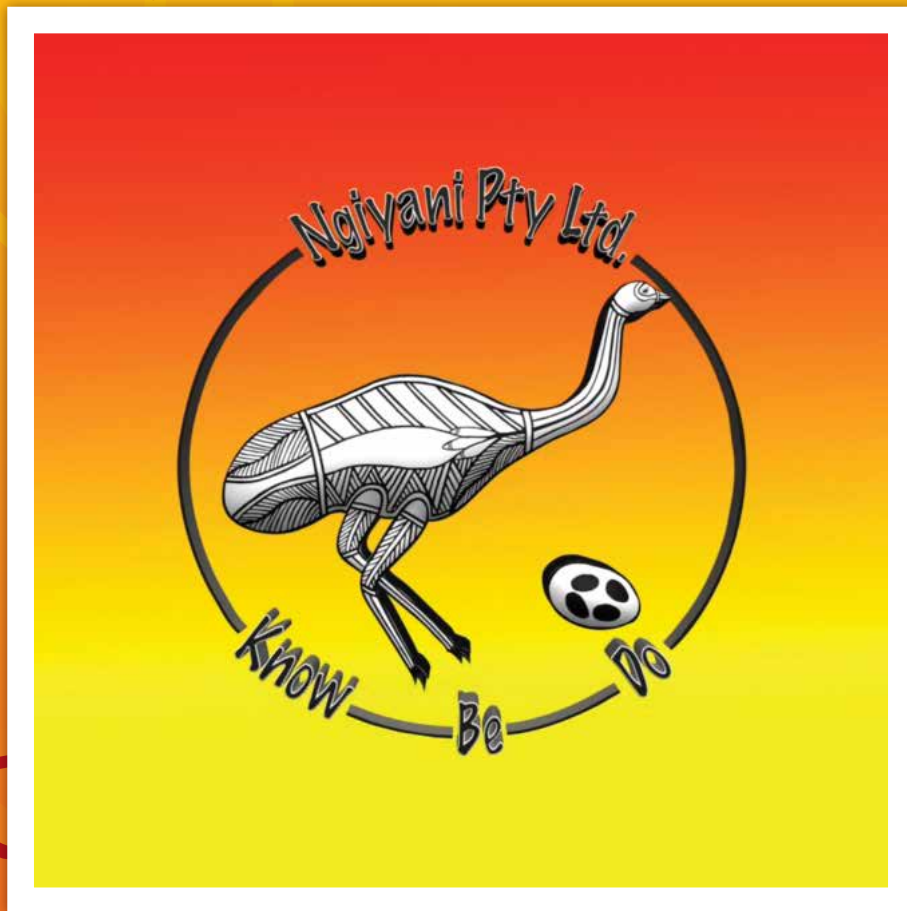


# Ngiyani Pty Ltd



**Putting the Comm(merce) into Unity = Community  
= Unity in the power of many**



**Ngiyani Pty Ltd three key product offerings are embedded in honouring our cultural ways of knowing, being and doing business**

*Know, Be and Do*





## About our Co-Founders and Directors

About our Co-Founders and Directors Sharon Kinchela (left) and Chris Figg (right) have between them more than 50 years work experience in the government and non-government sectors.

*Sharon* has a solid professional work history in senior leadership roles including; as a Regional Director with Aboriginal and Torres Strait Islander Partnerships, and as a Ministerial Policy Advisor. She has worked in many remote, discrete and regional communities; been instrumental in establishing the Pormpuraaw Healing Centre, Cape York, Qld. On an international level she has undertaken capacity building work with the First Nation People of Manitoba, Canada. An experienced Facilitator and Public Speaker, she has established NGO's, participated on Boards, strengthened governance structures, service accreditation and compliance. Sharon is highly skilled in reading the environmental, community and political (black and white) landscape to enable strategic positioning, policy development and community engagement.

*Chris* has a long professional work history and is a non-practising lawyer; admitted as a Solicitor to the Supreme Court of Queensland and to the High Court of Australia in 1995. She has practised law privately and is a current Member of the Australian Institute of Company Directors, and is a full member of the Australian Lawyers for Human Rights. She is qualified to sit on Boards. She has previously held many roles with the Queensland Government over a number of years. She is a diversity expert, leader, and consultant and possesses strong legal and policy skills, project management and program development skills, management skills, and has a high level of community engagement, capacity building, and facilitation skills.



## *Ngiyaningun maran yaliwunga ngarra-li* (Our Ancestors are always watching)

*Ngiyani* means 'We All' in our Kamilaroi/Goomeroi/Gamilaraay language, and as such we work collectively, to support our cultural way of knowing, being and doing. Ngiyani Pty Ltd centres its business values on cultural integrity, social justice, truth, honesty and respect.

*Our vision* is that individuals, communities, and business are supported through the provision of excellent consultancy services so as to ensure they can engage in a culturally competent way with Aboriginal and Torres Strait Islander people, to empower their economic independence.

*Our mission* is to create opportunities and facilitate pathways that assist and guide individuals, business and community to improve their capacity and capability to effect social change in the lives of Aboriginal and Torres Strait Islander people in Australia.

### *Our Values*

- **Cultural Integrity** – Our business honours and walks with our people, the Aboriginal and Torres Strait Islander people, as the first people. Through our words and actions, we will continue to promote the significance of Aboriginal and Torres Strait Islander ways of working.
- **Social Justice** – Our business is committed to the social justice principles of rights, participation, access and equity of their economic independence.
- **Truth, Honesty and Respect** – Our business will uphold the Lore of our people and will underpin all business conducted.

*Ngiyani Pty Ltd* acknowledges the Traditional Owners of the country throughout Australia and recognises their continuing connection to land, waters and culture. We pay our respects to Elders past, present and future.



# *the Knowing*

*#Ngiyani LEAD* - Leadership Advocacy

Advocating through the business sector and other agencies to invest in Aboriginal and Torres Strait Islander leadership.

## **Product - Australia's First Nation Peoples Business Alliance**

Ngiyani Pty Ltd will advocate for recognition of Aboriginal and Torres Strait Islander leadership to bring about social change on a national level; in particular to build the capacity of Aboriginal and Torres Strait Islander leadership in business to flourish. In order for this to occur, much work is required in Australia to reduce discrimination (behaviour and practice) towards Aboriginal and Torres Strait Islander people in business.

An alliance is being established not to serve as a Chamber of Commerce, nor a Consortia or a Joint Venture but rather a unity of Aboriginal and Torres Strait Islander businesses that operates on the cultural ways of knowing, being and doing... honouring our commitment to LORE, our ancient ways of cultural reciprocity and collective ways of working without competition.

It will provide access to build capacity and strengthen opportunities to promote existing black businesses regardless of status e.g. start-up, entrepreneur, SME or agency.

*It is*

- Value investment
- Cultural reciprocity
- Membership based
- Economic independence

Lore  
Agreement  
Procedure  
Vision



**We are putting the Comm(merce) into Unity = Community  
= Unity in the power of many**

*Thuulu Wii* (Fire Stick) in Kamilaroi/Goomeroi/Gamilaraay language means the stick that lights the fire... the fire has been ignited through opting in to an 'Alliance' to contribute to the economic independence and emancipation for our people.

Our ways of communicating with and amongst each other have been determined within our LORE, which sometimes insist that strict protocols in all communications are maintained. This practice will be honoured in all interactions amongst the community members of *Thuulu Wii*.

### *Web based*

A web based portal that supports access to Australia's First Nations Peoples Business Alliance.



## *the Being*

*#NgiyaniPTSM* 'Don't tell me - Show me'

Business development through the provision of a suite of products to enhance cultural capabilities to work with Aboriginal and Torres Strait Islander individuals, families, organisations, and communities.

### *Product - Business and Agency Development*

Ngiyani Pty Ltd offers consultancy services to assist organisations to engage in a culturally competent way with Aboriginal and Torres Strait Islander people to empower economic independence.

Our philosophy and approach to small business, agency and corporate opportunities is adapting ancient ways of knowing, being and doing to improve service delivery and performance to build capacity.

Therefore, our consultancy has adopted the social justice principles as one of our values:

- Access (greater equality of access to goods and services)
- Equity (overcoming unfairness caused by unequal access to economic resources and power)
- Rights (equal effective legal, industrial and political rights)
- Participation



## **There are no corners to hide in a circle**

*#NgiyaniPTSM* has a suite of products to enhance customer cultural capabilities when working with Aboriginal and Torres Strait Islander individuals, families, organisations, and communities. These include:

- Strategic Planning
- Organisation Change Management
- Cultural Competency
- Policy Development
- Professional Development
- Individual & Agency Capacity Building

### *The How*

This is offered through direct contacts for such services as:

- Submission, Proposal, and Grant writing
- Reconciliation Action Planning
- Board participation
- Guest Speaking
- Facilitating and hosting conferences, workshops, meetings and forums
- Delivering cultural competency non-accredited lunch box sessions and programs
- Providing cultural supervision, mentoring and work shadowing of organisational staff
- Specialised Women's Leadership Programs





## *the Boing*

*#NgiyaniRISI* - Respecting Indigenous Social Enterprise

Ngiyani Pty Ltd works to build Aboriginal and Torres Strait Islander individuals, families and communities to establish small micro businesses (if necessary, without charging a fee for service). We do this to build the capacity of small businesses and wherever possible attract and highlight need for philanthropic investment into communities.

### *Product - Business Start-up Mentoring*

Ngiyani Pty Ltd works to build the capacity of our people that are just starting out in business, where necessary without charge because we too understand the nature of business start-up. Our cultural LORE and our business values ensure we support philanthropic practice within our own business.

While we cannot provide financial and legal advice we do walk with new business in cultural unity, and if Ngiyani Pty Ltd does not know the answer or direct referral, we will make sure we will give you a lead on information. Cultural reciprocity means we honour our ancestors and those who walked before us. When you are ready and comfortable enough as new businesses you can come and join us as a community member in the unity of *Thunlu Wii*.



**Ngiyani (WE all) rise by lifting others**

*Connect with Us*

**[www.ngiyani.com](http://www.ngiyani.com)**

Follow Ngiyani Pty Ltd on LinkedIn at **<https://www.linkedin.com/company/18227261/>**

Ngiyani Pty Ltd is on Facebook too **<https://www.facebook.com/ngiyaniRISE/>**

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