

# ABOUT

Duane Vickery is the Managing Director of Education Training & Management Perspectives Pty Ltd (ETMP), a consultancy company specialising in leadership development and governance facilitation, education, training and research. He is a former adjunct lecturer in Multicultural Studies at Avondale College, NSW, and is a former Director of Worawa Aboriginal College in Victoria.

ETMP encourages people to take the path of empowerment and accept the personal responsibility of choosing their own responses and decisions in life. We choose to serve because we believe all people want to be better than they were yesterday and be greater than their collective fears. Therefore, we create safe and respectful spaces for individuals to discover deep truths and make slight or quantum shifts in their personal or professional lives. As a Team, ETMP are driven to serve through inspiring, challenging and empowering others.



## INTERNATIONALLY RECOGNISED



ETMP strives to provide professional services in education, training and management through individual development. Since its inception ETMP provides its dynamic services Australia-wide and internationally.

## CONTACT US

PO Box 66  
Kettering, TAS 7155

**E:** [enquiries@etmp.com](mailto:enquiries@etmp.com)

**W:** [www.etmp.com.au](http://www.etmp.com.au)

**SM:** [@etmperspectives](https://www.instagram.com/etmperspectives)



## FACE-TO-FACE

**ETM PERSPECTIVES  
PTY LTD**

*Acknowledges the Traditional Owners of the  
land on which our office resides and on the  
lands we operate.*

ABN 37 12 806 121

**DUANE VICKERY**  
MANAGING DIRECTOR



## WHAT WE DO

ETMP's practice and approach is embedded in Adaptive Leadership Theory, Transformational Leadership Principles and Strength Based Practice. ETMP creates a safe learning environment where development and change opportunity is maximised. Through real simulations, case in point scenarios and experiential techniques; individuals are called on to self-reflect and grow their emotional intelligence. By uncovering defaults and unearthing learned patterns, lessons are captured, and resilience is co-created with the learner. This results in epiphany moments of illumination for the participants; whereby the learning application is immediate, the relevancy is immediate and individuals and teams obtain the hard fought for rewards of personal change and collective growth.

### INSPIRE

To be inspired is a call to action that demands my purposeful behaviour to sustain the journey.

## WHY WE DO IT

ETMP believes in the power of positive change. ETMP believes every person deserves the opportunity to grow. We have a passion to see individuals succeed and are dedicated to inspiring others to take the courageous journey of intentional growth. We believe in challenging individuals and teams to question and provoke their prevailing attitudes and behaviours and to become comfortable with the uncomfortable truths which lead to positive change.



### CHALLENGE

To challenge is a call to action which asks me to confront the status quo and prevailing attitudes and behaviours.

## KEY SERVICES

- ✓ *Learning & Development*
- ✓ *Research & Evaluation*
- ✓ *Facilitation*
- ✓ *Event Management*

## HOW WE DO IT

ETM Perspectives is in the business of people development and of behavioural change whereby excellence is the constant endeavour of walking towards ones fears to overcome all defaults and barriers; whether internal or external. We invite individuals and teams to engage in and be accountable for their personal learning journey. To do the work that personal development demands. We provide the environment for vulnerability and trust to flourish which then enables authenticity. This in turn drives paradigm shifts of change. Through real life simulations, underpinned by change and leadership theory; experiential learning takes place. This learning is revealed within the group and uncovered whereby exposure leads to a decision. The decision to change and grow or to continue doing the same thing and thereby get the same results. We know at ETMP, that by providing practical learning opportunities, the personal lessons are revealed through reflection and individuals, families, communities and organisations will benefit.

### EMPOWER

It invites me to be responsible for my personal choice. It asks me to hold myself accountable for my actions.