ETM!P

INSPIRE CHALLENGE EMPOWER

MEET THE TEAM

DUANE VICKERY

Managing Director

Duane Vickery is a highly respected and sought after Indigenous and South Sea Islander educator, coach, facilitator, trainer and mentor in the field of leadership, community engagement and community/corporate governance. Duane has worked in the public and private sectors for over twenty-five years and has developed an excellent reputation for his passion, commitment and desire to see others excel and reach their full potential by working alongside others to build their capacity through a 'strengths-based' approach.

Expertise and Experience

Duane is a graduate of the Australian Rural Leadership Program (ARLP Course 10, 2004) and effectively utilises his well-established leadership skills and networks to assist in the development of others. Duane is a Member of the Australian Institute of Company Directors (MAICD) and is a certified Cross-Cultural Facilitator.

Duane specialises in leadership development and governance, facilitation, education, training and event management. He is a former adjunct lecturer in Multicultural Studies at Avondale University College, NSW and is a former Director of Worawa Aboriginal College in Victoria. Duane has held leadership and management positions within State and Commonwealth Government Departments. Duane works extensively with Aboriginal and Torres Strait Islander people, organisations and communities across Australia while providing services to the government and private sector companies.

In 2013 Duane was awarded the Roberta Sykes Indigenous Education Foundation bursary to study at the Harvard University, Boston USA, where he successfully completed the executive education program 'The Art and Practice of Leadership Development'.

Areas of Specialisation

- ✓ Facilitation
- ✓ Leadership development
- ✓ Stakeholder engagement
- ✓ Community / corporate governance
- ✓ Curriculum design
- ✓ Coaching
- ✓ Mentoring
- ✓ Event management

Qualifications

- ✓ MPS
- ✓ Bachelor of Education
- ✓ Diploma of Teaching
- ✓ Cert IV Training & Assessment (TAE 40110)
- ✓ Cert IV in Indigenous Leadership
- ✓ Cert IV in Business (Governance)
- ✓ DiSC Certified Facilitator
- ✓ MAICD

Training

- ✓ The Art and Practice of Leadership Development – Harvard University 2013
- ✓ Australian Rural Leadership Program (ARLP) Course 10
- ✓ Australian Institute of Company Directors
- ✓ Certified Cross-Cultural Facilitator

DANNY O'NEILL

Consultant/Facilitator

Danny O'Neill is a man who influences others through the power of inspired words and actions. Danny is a highly skilled communicator and facilitator who specialises in people development, community engagement and change leadership. Danny aims to inspire and challenge others to affirmative action with his charismatic and empathetic approach to diverse groups of people and organisations. Danny is proud of his South Pacific heritage; (Fiji, Rotuma and New Zealand) and coming from a large family; believes in the wealth of belonging, mastery independence and generosity. He believes in the power of story, lived experience and life-long learning.

Expertise and Experience

Danny has over 30 years' experience in education, training and people engagement. He has held positions of executive leadership as well as managing and leading multi-disciplinary teams to perform under VUCA conditions.

Danny is a graduate of Avondale University College in NSW and has since developed his expertise by working in the field of youth and family welfare, justice and community development and trauma. He is a qualified trainer and educator in a variety of disciplines which aids in others personal change and in team development through transformation.

Danny has established a strong reputation as a skilled trainer, facilitator and personal coach/mentor within Commonwealth Government Agencies and NGO's. Danny's ability to establish trust, build safety and challenge humanely has seen him work successfully with ETM Perspectives in urban, regional and remote communities throughout Australia and in addition to the South Pacific. Community engagement, organisational reviews, cross cultural awareness and team building are just some of the work successfully engaged in.

In 2010 Danny was recognised for his unique, inspirational skill set and leadership approach by being selected as one of only ten leaders across the Australian national landscape in The Australian Newspapers 'Mercedes Benz Leadership Series.' He completed a scholarship study tour granted from Richmond Fellowship to study in South Dakota in cultural interventions based on the Lakota and Sioux Indian traditions of family, mastery and resilience.

Areas of Specialisation

- ✓ Leadership and Change Management
- ✓ Facilitation
- ✓ Community engagement
- ✓ People development
- ✓ Coaching and Mentoring
- ✓ Therapeutic Intervention to Trauma
- ✓ Organisational and Team Transformation

Qualifications

- ✓ Diploma of Teaching
- ✓ Diploma of Leadership and Management
- ✓ Graduate Certificate in Complex Trauma
- ✓ Certificate IV Youth Work Trainer
- ✓ DiSC Certified Facilitator

Training

- ✓ RAP Train the Trainer
- ✓ Therapeutic Crisis Intervention Train Trainer
- ✓ Men's Behaviour Change Groups Certified Trainer
- ✓ Stronger Smarter Leadership
- ✓ Certificate IV Training & Assessment
- ✓ Person Centred Counselling Certificate

TYRONE ADAMSON

Consultant/Facilitator

Tyrone Adamson is of Indigenous, South Sea Islander and Papua New Guinean heritage. He is an up-and-coming facilitator, coach and mentor. Tyrone's expertise is in the fields of leadership, people development and community engagement, and has a passion and desire to see others reach their full potential. In his role as Facilitator/Coach for ETM Perspectives, Tyrone believes in the power of authenticity, intentionality and lived experience.

Expertise and Experience

Working along-side his colleagues at ETMP, Tyrone is continually developing his knowledge, skills, and capabilities in remote, regional, and urban settings. These experiences have enhanced his work practice in people engagement, small group and team development, group dynamics, youth work, observation and feedback, peer-coaching, and mentoring. His approach to this work is underpinned by transformational and adaptive leadership theories. Tyrone is an emerging coach and lead mentor for ETMP in the delivery of the Work Exposure in Government (WEX) program where he oversees the development and monitoring of program mentors.

Tyrone is a graduate from the Australian Institute of Management with a Certificate IV in Leadership and Management (BSB42015), a Certificate in Coaching and Mentoring, and a Certificate in Leadership Essentials. Tyrone is also a graduate from the Australian Rural Leadership Foundation, Milparanga Aboriginal and Torres Strait Islander Program (Milparanga 8.2 & 8.3, 2021).

Areas of Specialisation

- ✓ Leadership Development
- ✓ Coaching & Mentoring
- ✓ Facilitation

Qualifications

- ✓ Cert IV Leadership & Management (BSB42015)
- ✓ Cert in Leadership Essentials
- ✓ Cert in Coaching & Mentoring
- ✓ Cert in IGDOM & IM (Media)

Training

- ✓ Australian Rural Leadership Foundation
  Milparanga 8 Leadership Program
- ✓ Australian Institute of Management
  Leadership & Management
  Coaching & Mentoring

JEMMASON POWER

Consultant/Facilitator

As a proud Aboriginal and South Sea Islander emerging facilitator and mentor, Jemmason is passionate about her community and being a positive role model for Indigenous men and women. Jemmason specialises in accreditation planning and development, evaluation reporting, program implementation and improvement, quality assurance, facilitation, and consultation. Jemmason holds a Bachelor of Human Services from the University of Queensland and obtained a Diploma of Quality Auditing from Gray Management Systems whilst working as an Accreditation Support Officer.

Expertise and Experience

In her secondary years of schooling, Jemmason received an AIEF Scholarship to attend one of Queensland's most prestigious boarding schools, St Peters Lutheran College. As a result, Jemmason's unique connection to her boarding community saw her become a Junior Boarding Supervisor for many years after graduating in 2011. Jemmason used this opportunity and her lived experiences as an Alumni, to create safe spaces for other young Indigenous students to follow. Jemmason has a deep desire to return to the boarding school community to help develop culturally competent leadership within the teaching and boarding co-cohorts.

Jemmason is a graduate of the University of Queensland and holds a Degree in Human Services. Jemmason also obtained a Diploma of Quality Auditing from Gray Management Systems whilst working as an Accreditation Support Officer. With a well-known history of working in the non-profit organisations management industry, Jemmason utilises her skills and knowledge within the social services and health sector to help capacity build those wishing to thrive in their personal and professional lives.

Areas of specialisation

- ✓ Coordination of training
- ✓ Program implementation and improvement
- ✓ Staff Training
- ✓ Grassroots development
- ✓ Co-ordinating and leading netball clinics
- ✓ Quality Assurance
- ✓ Quality improvement initiatives
- ✓ Event planning
- ✓ Project management
- ✓ Accreditation planning and development

Qualifications

- ✓ Diploma of Quality Auditing
- ✓ Bachelor of Human Services

ENZO BOCCHINO

Marketing & Promotions/IT Support

Vincenzo (Enzo) Bocchino, is the Marketing and Promotions Manager at ETM Perspectives (ETMP). He strives to make a point of “media” impact for ETMP as a leading specialist consultancy company in leadership development and governance facilitation. Enzo’s energy and passion is solely driven by the nature of entrepreneurship, to inspire change within the lives of others and to achieve the ultimate goal to build his own legacy.

Expertise and Experience

In 2018, Enzo earned a Bachelor of Business degree from Avondale University College; majoring in Human Resource Management and a minor in Marketing. Straight out of University, Enzo continued to further develop his knowledge by enrolling in a number of various marketing courses, such as E-commerce, Dropshipping, Digital marketing and Affiliate marketing; all facilitated by successful business influencers. Those skills were later demonstrated in his day-to-day job with ETMP, pursuing new initiatives to grow the online footprint and drive traffic to the social media platforms

Throughout Enzo's years in high school/college and University, he jumped at any opportunity to get some work experience. He worked in placements such as European Technology Bodyworks, Sanitarian Health & Wellbeing, Life Health Foods, Bigge's Barbershop and an internship with ETM Perspectives (ETMP) attending a program called Work Exposure in Government (WEX 2018).

Since joining in 2019, Enzo has now helped re-brand ETMP and created an online presence for the company through web development, CRM, video conferencing, and put in a place a Learning Management System (LMS) to deliver and facilitate virtually for a number of programs to a variety of clients.

Areas of Specialisation

- ✓ Content Marketing
- ✓ Social Media Marketing (Digital)
- ✓ Product Marketing
- ✓ Advertising and Promotions
- ✓ Affiliate Marketing
- ✓ SEO
- ✓ Basic IT skills
- ✓ Website Development
- ✓ Online Course development
- ✓ Ecommerce

Qualifications

- ✓ Bachelor of Business
  Human Resource Management (Major)
  Marketing (Minor)

Training

- ✓ Effective Communication by ETMP
- ✓ Unconscious Bias by ETMP
- ✓ Cross-Cultural Awareness by ETMP
- ✓ Instagram domination course by Foundr
- ✓ FBA E-commerce by Freedom Formula
- ✓ Dropshipping Accelerator E-commerce