



ETM!P

INSPIRE CHALLENGE EMPOWER

SERVICE STATEMENT



ACKNOWLEDGEMENT

ETM Perspectives would like to acknowledge the Traditional Owners and Custodians of land throughout Australia.

INSPIRE CHALLENGE EMPOWER



CONTENTS

3 WHAT WE DO
WE creates a safe learning environment.

7 OUR VALUES
Are not your ordinary Values.

4 WHY WE DO IT
WE believe in challenging individuals.

8 MEET THE TEAM
Meet our fun and enthusiastic team.

5 HOW WE DO IT
WE value the voice. We value stretch points, thoughtful disagreement and challenge.

10 COVID-19 RESPONSE
Check out what ETMP are doing in response to COVID.

6 OUR I.C.E MOTTO
Inspire.
Challenge.
Empower.

11 VIRTUAL FACILITATION
Check out ETMP's Virtual Service Offerings

12 EVERYTHING DISC
Improve Business Performance Through Improved Communication





ETMP's practice and approach are 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.

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.



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.

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 solid 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.

ETM Perspectives chooses to live the very lessons they seek to reveal in others. We ourselves, choose to not only facilitate and train the theory and practice of personal leadership and change; but rather we choose to be the curriculum ourselves. ETMP therefore experiences daily the lessons which provoke and challenge, surrendering to a process which they invite others to be part of.

ETMP values the dignity of humankind by embracing the diversity of any given individual or group; their emotions, knowledge, skills, lived experience, culture, attitudes, behaviours, opinions and personal voice. We value the uniqueness of the individual along with the power of collective effort. We value life-long learning and the newness of discovery in a change of lens. We value diversity in presentation or expression. We value vulnerability and courage. Whether it be emotional or intellectual. ETMP values the voice; whether it be quiet and meek or bold and commanding. We value stretch points, thoughtful disagreement and challenge. ETMP values and respects the special uniqueness of every individual and the sacredness of a learning space.



INSPIRE

“ETMP believes that to INSPIRE goes beyond a warm and fuzzy feeling. To be inspired is a call to action that demands my purposeful behaviour to sustain the journey. It asks me to be intentional in what I do, how I do it and why I do it.”



CHALLENGE

“ETMP believes that there is no growth without CHALLENGE. To challenge is a call to action which asks me to confront the status quo and prevailing attitudes and behaviours. It invites me to question my systems and processes, walk towards my fears and expand my comfort zones.”



EMPOWER

“ETMP believes that to EMPOWER is to create true ownership. It invites me to be responsible for my personal choice. It asks me to hold myself accountable for my actions. It provides with a deep personal satisfaction of knowing I own decisions I make.”

AUTHENTICITY

Be Real. Stay True. No mask required. We value who you are.

LIVED EXPERIENCE

Our lived experience is all we have, and it is what we bring into the learning and development space. Good or bad, weak or strong, hurt or healed; this is what we bring. It cannot be ignored or dismissed in you or in me. We live, we learn, we share our lived experience; and value it.

STORY TELLING

Everyone has a story to tell. We connect to one another through story. We value story telling because it is what crosses the great divide and unites us as one. We learn from from each others' stories and we pass these learnings on. We value storytelling.

SAFETY

We create safety because this is where we grow trust. Safety in relationship. When we trust that we are safe, then we become vulnerable; and vulnerability is the foundation of authentic relationships and growth. We value safety.

RISK

We value risk because it is born out of safety and bravery. To be adventurous need not be grand or loud, but sometimes could be but a small timid step into the unknown when we are afraid. Yes, we value risk.

STRUGGLE

We are born out of struggle. Shifts and change comes from struggle. It is the noble path or the stumbling determination of the imperfect human, to find a higher way, that we value. We struggle every day in the little things because we strive for excellence and not perfection. We value struggle.

INTENTIONALITY

Change and growth does not happen by chance, but through intentional responsibility and accountability underpinned by supportive processes and mechanisms. I commit to the task at hand, to walk in step with my word and my values, then I am intentional. We decide what is important, we focus and then we act. Intentionality is sticking to your word when no one is watching and seeking private victories in the little things. Only then can we achieve. We value intentionality.



DUANE VICKERY

Managing Director

Duane Vickery is a highly respected Australian South Sea Islander of Aboriginal (Yuwi), Torres Strait Islander (Ugar), Vanuatu (Malekula) and Solomon Islands (Malaita) decent. Duane is an educator, 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 desire to see others excel and reach their full potential.



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.



TYRONE ADAMSON

Project Support & Consultant

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.



JEMMASON POWER

Consultant/Facilitator

As a proud Aboriginal and South Sea Islander emerging facilitator, coach, and mentor, Jemmason is passionate about her community and being a positive role model for Indigenous men and women. As such, Jemmason served as a One Netball Ambassador and was a member of the Netball Australia RAP Committee for numerous years. Jemmason's extensive netball career saw her selected for several state and national netball teams and although retired from playing, she remains passionate about First Nations representations throughout the various sporting pathways.



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.

The rapidly evolving nature of COVID-19 has changed the way ETM Perspectives are doing business for the foreseeable future.

Meetings are being conducted virtually and employees are having to manage their workloads from their home environment. These changes may be ongoing even after the risk of the virus has passed. During this transition, our staff were challenged with tight schedules, overtime work hours, and increased stress levels. However, every organisation experienced a new wave of challenges with COVID-19 especially with maintaining engagement and motivation from clients and potential contracts.

ETM Perspectives (ETMP) are continuing to manage a number of workshops and programs as they would normally in a face-to-face environment. ETMP's service offerings, have been transferred to a virtual classroom where the key principles, content and interactions are expressed online through various platforms. The website went under construction to enhance the capabilities of hosting external web pages for larger and more in-depth programs, also known as a 'portal'. Each portal is built to support the particular program including all of its resources involved to produce a successful e-learning curriculum for the client. The portal is a registration styled process that is privately secured and accessible only to those involved in the workshop/program. To further support the online training material in the portals, ETMP facilitators also host and facilitate online webinar meetings with participants in a room of 8-10 people. The facilitators limit the number of participants at 10 to maximise the interaction between the leader and members, however we have facilitated programs from up to 70 persons at one time.

For more information on Virtual Facilitation and ETMP's Key Service Offerings in the virtual space – [Click here.](#)

If you would like to contact us directly, please [click here.](#)

ETM Perspectives is still operational and functioning within the challenging landscape of COVID-19. We are still as relevant as we have ever been. Indeed, the challenge of isolation has demanded us to either adapt or fade away into irrelevance. On such occasions, ETM Perspectives thrives, as this is what our Adaptive Leadership mindset demands of us.

Therefore, we have pivoted and adapted to meet the increasing demands of organisations who still require effective engagement and people development services. The situation has asked for an agile approach to market in meeting the needs of Government agencies and organisations during COVID. ETM Perspectives has thus optimised its online presence to now run multiple projects on virtual platforms.

Virtual facilitation services

- Forums
- Stakeholder engagement workshops
- Webinars
- Bespoke sessions
- Focus group consultative sessions

Compatible with



Microsoft Teams

Virtual Training and Development

- Leadership development
- Professional development short courses
- Coaching
- Mentoring
- Podcasts
- Self-paced training courses
- Cultural Responsiveness



ETM Perspectives strength lies in respectful engagement and connection in the creation of safe learning spaces whilst challenging clients to extend their stretch points, while including the diverse voice of their stakeholders and training participants. This is still being done effectively on our virtual platforms. We do not see COVID as an encumbrance, but rather, an opportunity to adapt, grow and thrive.

Improve Business Performance Through Improved Communication

Everything DiSC is a personal development learning experience that measures an individual's preferences and tendencies based on the DiSC® model. This simple yet powerful model describes four basic styles: D, i, S, and C, and serves as the foundation for the Everything DiSC Application Suite. Participants receive personalised insights that deepen their understanding of self and others, making workplace interactions more enjoyable and effective. The result is a more engaged and collaborative workforce that can spark meaningful culture improvement in your organisation.



Organizational culture faces unpredictable and constantly evolving challenges. You know your organization needs to actively shape a culture that supports morale, recovery, and continued success. It might seem impossible to know where or how to begin—but we can help. Introducing Everything DiSC Workplace® on Catalyst™.

DISC® (DOMINANCE, INFLUENCE, STEADINESS, CONSCIENTIOUSNESS)

Unlock the potential of your people and the power of your culture with the Everything DiSC profile personality testing suite. Each distinct Everything DiSC profile is designed to help participants better understand themselves AND others. Whether improving working relationships, strengthening management skills, elevating leadership impact, or tackling conflict with a new mindset, Everything DiSC profiles deliver insights and strategies to meet the unique needs of your people and your organisational culture.

