



**GROW
YOUR
PEOPLE
WITH
US.**



Meet The Team

ETMP Team

We choose to serve because we believe all people want to be better than they were yesterday and be greater than their collective fears



DUANE VICKERY

Managing Director/Owner

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

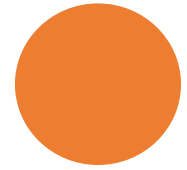
- Facilitation
- Leadership development
- Stakeholder engagement
- Community / corporate governance
- Curriculum design
- Coaching
- Mentoring
- Event management

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

Senior Consultant

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



ERIN VICKERY

Consultant

Erin Vickery is an Australian South Sea Islander of Aboriginal (Yuwi), Torres Strait Islander (Ugar), Vanuatu (Malekula) and Solomon Islands (Malaita) descent. Erin is a highly respected corporate director working in the public sector for over thirty-five years which include executive coaching, mentoring, and leadership development, driven by her passion to see others maximise their full potential.

Expertise and Experience

Erin has over 35 years of experience in the Commonwealth Government in Executive level positions. Erin's skills and expertise includes managing large teams, stakeholder engagement and management, leading a National Multi-Disciplinary Team (MDT), developing emerging leaders through mentoring and coaching programs, and has been an integral part of the National Executive Leadership team that delivers extensive Corporate Property Services across all of Australia.

Erin is a dedicated professional who is energized by a challenge. Erin's expertise are in creating organisational change management and positive workplace culture at service centers across regional zones throughout Australia reaping positive business outcomes.

Her approach to this work is underpinned by Transformational Leadership Theory. Erin is an executive coach and lead mentor in the delivery of the "Learn2Lead" program for emerging leaders coming through the public sector whereby she assesses and develops staff capability and competency across Australia.

In 2020 Erin was awarded the 'Inspirational Leadership Award' at the South Queensland Service Zone Awards for her ability to successfully build a workplace culture that allowed people to flourish and grow by supporting others to become confident leaders.

Areas of Specialisation

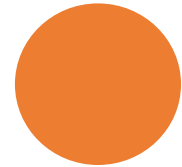
- Leadership development
- Coaching
- Mentoring
- Event management
- Community/Corporate governance
- Stakeholder engagement

Qualifications

- Cert IV Specialist Workplace Training
- Cert IV in Indigenous Mentoring

Training

- Transformational Leadership Theory
- Leadership & Management
- Train the Trainer
- Women in Management
- Negotiation & Crisis Intervention
- Financial Management
- Coaching & Mentoring



MANDY WOLF

Administration Officer

Mandy is a Palawa woman from southern Tasmania, she has been working as a Tour Coordinator for a Tasmanian nature tour company for the past 6 years and has been involved in travel coordination for ETMP since June 2022.

Mandy is passionate about Travel and holds an Advanced Diploma of Travel and Tourism.

Expertise and Experience

Mandy has actively contributed to the past four iterations of the WEX Programs (Work Exposure in Government) designed to empower and inspire Aboriginal and Torres Strait Islander youth. Her commitment and dedication to the cause shine through in her multifaceted role during the most recent WEX Program held in Canberra. In addition to her role as the Travel Coordinator, Mandy took on the critical responsibility of an assistant on-ground coordinator. In this capacity, she played a pivotal role in ensuring that every facet of the program unfolded seamlessly, demonstrating her ability to manage logistics and support participants effectively.

In addition to her involvement with the WEX Programs, Mandy is a dedicated member of her Church's "Pathfinder" club for children. In this capacity, she leads by example, organizing and overseeing camps, outdoor activities, and club meetings. Mandy's commitment also extends to volunteering for fundraising activities to support the club's initiatives, reflecting her unwavering dedication to both her faith community and the well-being of the children she serves. Her involvement in these programs underscores her passion for community engagement and youth development.

Areas of Specialisation

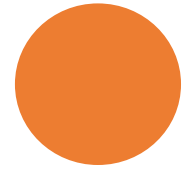
- Travel Coordination
- Tour organisation
- Office Administration

Qualifications

- Advanced Diploma of Travel and Tourism (Retail Travel).
- Certificate II in Business
- Certificate II in Business Administration

Training

- *2-year Tourism study course at the Drysdale institute*
- *Past Army reservist basic training and training in Operator supplies.*



ENZO BOCCHINO

Marketing & Promotions

Vincenzo (Enzo) Bocchino, is the Marketing and Promotions/I.T Support Consultant 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

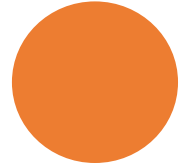
- Content Marketing
- Social Media Marketing (Digital)
- Product Marketing
- Advertising and Promotions
- Affiliate Marketing
- SEO
- Basic IT skills
- Website Development
- Online Course development
- Ecommerce

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



ELIJAH FOSTER-BRITTON

Administration & Support

Elijah is employed at ETM Perspectives, in the position of Media Consultant and I.T. Support. His role consists of assisting the team at ETMP with technical support for online programs and create contingency plans in a timely manner, if issues arise. His role as the media consultant is to manage all ETMP accounts on social media, create and post content on a regular basis. Elijah plans to make an impact by using his creativity and I.T. skills to assist ETMP as much as possible.

Expertise and Experience

Elijah has recently graduated from Karabar High School and completed his High School Certificate (HSC).

He is very passionate about design and has a strong desire to create. Elijah strives off his imagination to create and produce through forms of art and literature.

Throughout Elijah's years of High School, he has taken on all opportunities that have arisen, such as becoming a peer support leader for students just beginning high school to then supporting and encouraging his peers to participate in WEX.

Elijah is a past WEX participant (WEX2019 and WEX Virtual 2020). WEX is a government program brought together by ETMP and NIAA that is created to inspire indigenous young adults and push them out of their comfort zone by exposing them to opportunities within the public sector.

Elijah walked away from WEX with a changed mindset and an incredible learning experience. Elijah entered the program with a desire to drop out of high school and obtain a full-time job at the age of 16. Now because of WEX, Elijah was inspired to finish his schooling and even take on a Cert III TAFE course in design fundamentals at the same time.

Inspired by his WEX experience, Elijah aspires to pursue a career in Design, IT and Digital Communications.

Skills and Attributes

- Strong ability to work as part of a team
- Strong communication skills
- Strong Leadership skills
- Proficient with Microsoft Office software

Qualifications

- Year 12 High School Certificate
- Certificate 3 in Design Fundamentals
- WEX Virtual Career Development Course – Develop Mentoring Skills
- WEX Virtual Career Development Course – Job Seekers 101 for Youth
- WEX Virtual Career Development Course – Everyday Communication
- Instagram Domination Course by Foundr
- Influencer Magnet Course by Foundr



CONTACT



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