

ETM Perspectives



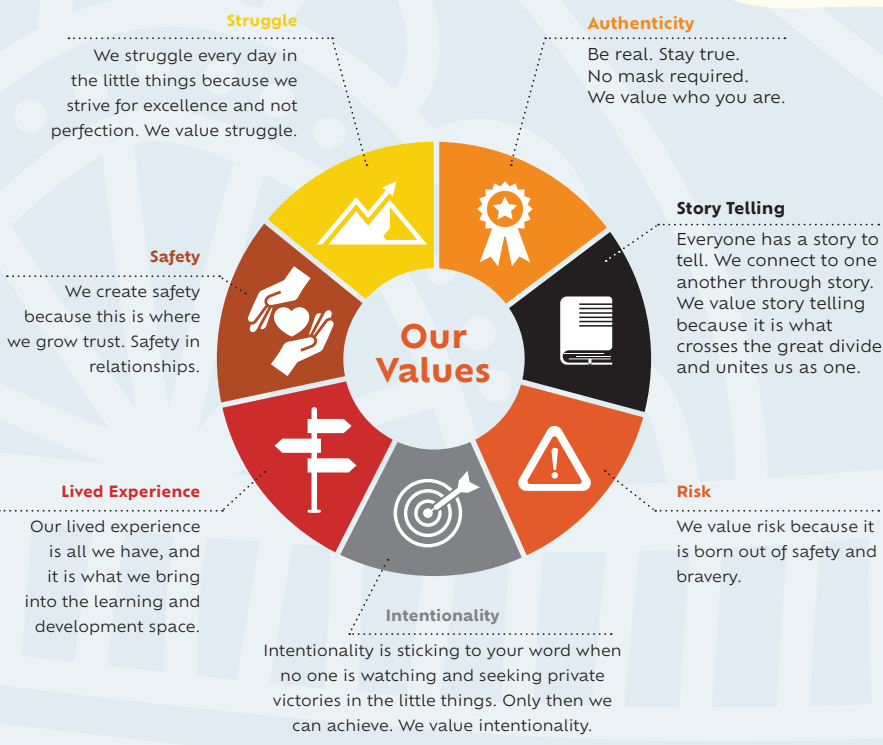
Who Are We?

ETM Perspectives, a 100% Indigenous-owned company, is dedicated to people development by fostering safe, impactful dialogue and relationships within organisations. We provide tailored facilitation, consultancy, and training services that inspire, challenge, and empower both business and personal growth. By embracing diversity, lived experience, and culture, we create environments that nurture authenticity, vulnerability, and transformative growth.

Acknowledgment of Country



ETMP acknowledges the generations of traditional custodians, who continue to maintain cultural practices and a connection to the lands on which our office resides. We also pay our respects to the elders both past and present and acknowledge their ongoing custodianship of this country.



Our Values

Our values embody the principles that ground us—staying authentic, honouring lived experience, sharing stories, embracing risk, building safety, growing through struggle, and acting with intention—each of which deepens our trust, courage, and commitment to real growth.

Our National Clientele 2023–2024

- Public Sector**
We partner with government bodies to support community engagement and people development initiatives.
- Private Sector**
We assist businesses in building community connections and developing their workforce.
- Indigenous Business**
We work alongside Indigenous businesses to drive community-focused growth and cultural empowerment.



Asia Pacific Region Engagement



2024 - 2025

- Middle Manager Leadership Program (MMLP) - PN
- Locally Led Facilitation Team Program (LLFTP) - PNG
- Vanuatu Education Skills Review & Design - VU

2024

- Ways of Working - Transport Sector Support Program (TSSP) - PNG
- Ways of Working - Australia PNG Law & Justice Partnership (APLJ) - PNG

2022 - Current

- Emerging Leaders in International-Development (ELID) - Asia Pacific
- ASEAN Scholars Leadership Program (ASLP) - AU
- Leadership Virtual Seminars
- Virtual & Face-to-Face Seminars

2022 - Current

South Pacific Division (SPD) of The Seventh-day Adventist Church

- SPD Leadership Program (Seminars & Coaching)

2021 - Current

Palladium Group

- Community of Practice (COP) for Labour Sending Unit Directors
- PLF/PALM/PLMSP Advisory Services
- Cultural Advisory Services
- Multiple Staff Development Workshops (Cultural Responsiveness Sessions, Coercion & Control, Inclusion & Diversity, Culturally Safe Leadership, Indigenous Engagement Plans)

2019 & 2024

Fulton Adventist University College (FAUC)

- Staff Professional Development

Meet the ETMP Team

Delivery Team



Duane Vickery
Managing Director/Owner



Danny O'Neill
Senior Consultant



Erin Vickery
Senior Consultant



Ashlen Foster-Britton
Consultant



Danielle Solien
Project Officer



Enzo Bocchino
Operations Manager



Mandy Wolf
Administration & Logistics



Elijah Foster-Britton
Operations Assistant



Ellie Vickery
Administration Officer



Elka Chamley
ETMP Intern

Back Office

Our Services



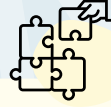
Education

- Education Program and Designs
- Reconciliation Action Plan (RAP) Development & Refresh
- Staff Professional Development
- Learning Strategies
- Curriculum Design



Training

- Indigenous Leadership
- Cultural Responsiveness
- Diversity and Inclusion (D&I)
- Group and Team Dynamics
- Cultural Safety
- The Art & Practice of Whole Person Facilitation



Management

- Leadership and Management Support
- Change Management Support
- Event Management
- Professional Coaching
- Professional Mentoring



Perspectives

- Critical Friend Support
- Program Review and Evaluation
- Workshop Facilitation Services (General)
- Workshop Facilitation Services (Tailored)
- Community Engagement

Future Goals & Opportunities

ETMP's future goals include expanding internationally, innovating adaptable learning programs, and strengthening partnerships with Indigenous and non-Indigenous businesses. We're committed to sustainable growth, aiming to build a legacy of empowerment and resilience that supports future generations.

ETMP's Role in Advancing Broader Development Goals



Building Skills and Resilience

Equips individuals with practical skills for leadership and adaptability.



Driving Organisational Change

Encourages inclusive, collaborative cultures within organisations.



Strengthening Community Engagement

Creates safe spaces to share experiences and promote unity.



Supporting Sustainable Growth

Aligns with practices that ensure long-term progress for people and communities.

The Value of Partnering with an Indigenous Business: ETMP

First Nations Lens

1
2

First Nations & Pacific Islander Network

Cross-Cultural Connections & Understanding

3
4

Cross-Cultural Communication & Approaches

Faith-Based Company

5
6

Strengthening Diversity (Dynamic Supply Chain)

ETMP's Success Rate

20

Years in the Industry

1500+

ETMP Network

85+

Clientele Listings



Get in Touch



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