ETM.P
INSPIRE CHALLENGE EMPOWER

GROW YOUR PEOPLE WITH US

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.

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.

Struggle
We struggle every day in the little things because we strive for excellence and not perfection. We value struggle.

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

Safety
We create safety because this is where we grow trust. Safety in relationship.

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.

Living Experience
Our living experience is what we have, and it's what we bring into the learning and development space.

Risk
We value risk because it is born out of safety and bravery.

Intentionality
Intentionality is sticking to your word when no one is watching and seeking private victories in the little things. Only then can we achieve.

Our National Clientele 2025-2026

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.

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

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Asia Pacific Region Engagement

2019 & 2024

Fulton Adventist University College (FAUC)

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

2022 - Current

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

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)

2024

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

2022 - Current

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

- SPD Leadership Program (Seminars & Coaching)

2024-2025

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

ETMP's Role in Advancing Broader Development Goals

Building Skills and Resilience
Equips individuals with practical skills for leadership and adaptability.

Strengthening Community Engagement
Creates safe spaces to share experiences and promote unity.

Driving Organisational Change
Encourages inclusive, collaborative cultures within organisations.

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

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 SUCCESS RATE

21 YEARS IN THE INDUSTRY

1500+ ETMP NETWORK

85+ CLIENTELE

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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

The Value of Partnering with an Indigenous Business

- First Nation Lens
- First Nations & Pacific Islander Network
- Cross-Cultural Connections & Understanding
- Cross-Cultural Communication & Approaches
- Faith-Based Company
- Strengthening Diversity (Dynamic Supply Chain)

Get in contact?

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Meet the Team

Delivery Team

Duane Vickery
Managing Director/Owner

Danny O'Neill
Senior Consultant

Tyrone Adamson
Consultant

Erin Vickery
Senior Consultant

Back Office

Enzo Bocchino
Operations Manager

Ashlen Foster-Britton
Project Manager

Ellie Vickery
Administration & Project Officer

Elijah Foster-Britton
Operations & Marketing Officer

Danielle Solien
Executive Assistant

Elka Chamley
Project Assistant (ETMP Intern)

ETMP