



IMPACT POLICY

SLAM Prospectus

**S**enior  
**L**eadership  
**A**boriginal  
**M**entoring

# Impact Policy

Impact Policy is underpinned by **four key values:**

**Access**

**Equity**

**Inclusion**

**Justice**

Impact Policy is a 100% Aboriginal owned consultancy firm that provide social policy services, specialising in Aboriginal Affairs and delivering outcomes for clients through strategic advice and guidance, codesign, communication and engagement and research and evaluation.

For the most part, we don't write policy. Rather we partner with organisations to deliver services across the policy and project lifecycle. Looking end to end from strategy and conception to implementation and evaluation. Embedding a First Nations lens across each stage of the journey.

We seek out partners and clients who share our values to collaborate on projects and initiatives that contribute to broader social impact outcomes professionally and or personally.

## What is the SLAM program



Impact Policy has developed a mentoring program aimed at executive level professionals and senior leaders.

The purpose of the mentoring program is to strengthen relationships between Senior leaders and Aboriginal people through a relational mentoring program.

We believe change starts with connection and through that deepens our understanding. We believe that connection is best fostered through relational connections built on trust, advice and sharing of experiences.

We partner senior leaders with a First Nations mentor with both lived and professional experience in Aboriginal communities who are driving change in their own spheres of influence.

The concept is underpinned by two-way conversations whereby mentees together with their mentors develop program goals.

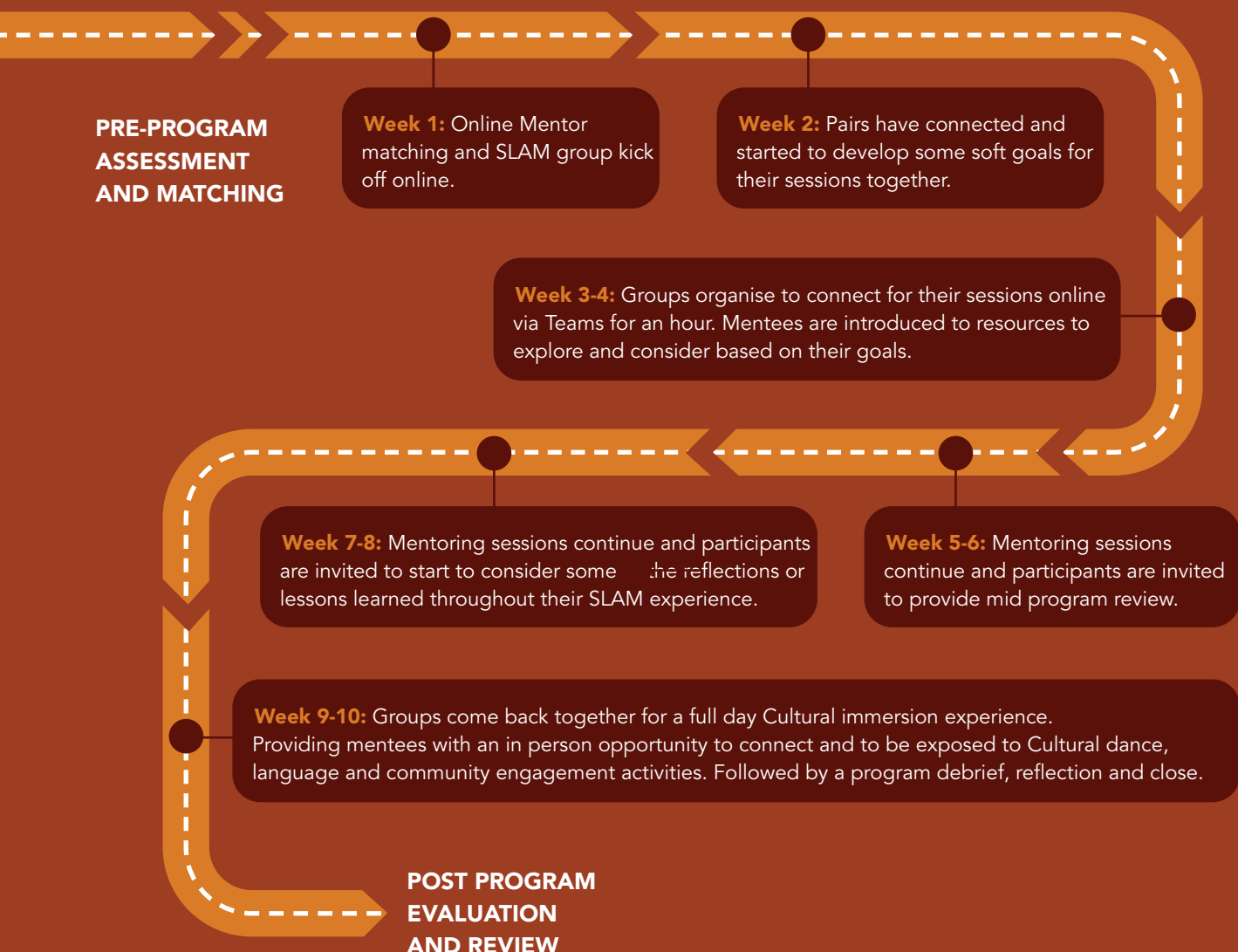
This is a personal journey and designed to be based on meeting the mentee where they are at in their Cultural capability journey. Regardless of whether participants knowledge is foundational or formative significant benefits throughout the program for Cultural capability is guaranteed.

For example, some participants ask for advice, guidance and input on First Nations matters involving policy or service delivery that they might be navigating in their current ways of working, while others may want to just connect personally and understand the experiences of their mentor and to gain insight from a First Nations perspective about Aboriginal history and culture.

# What to Expect

- ✓ Participants are personally matched with an Aboriginal mentor.
- ✓ 8-10 structured online mentoring sessions between participants and their mentor
- ✓ Access to online Cultural capability resources, support, advice, and guidance
- ✓ Connect with other like-minded senior leaders with shared values
- ✓ Full day place based Cultural immersion on Gadigal Country, Redfern.
- ✓ Introduction to Aboriginal language and Cultural dance workshops
- ✓ Walking tour, community engagement and participation and stronger connections to local Aboriginal organisations and stakeholders across inner Sydney.
- ✓ End of program in person reflection and yarning circle.

## SLAM Journey



# Testimonial

“I got to build a personal connection with my mentor who is now like a trusted advisor and I would like to think my friend.

Our sessions met me where I was at, made me feel safe and that there wasn't a silly question or complex topic that I couldn't explore with them. It was based on connection and relationships and through our mentoring sessions I feel like I have really deepened my understanding of Aboriginal culture and this has strengthened my Cultural capability as a leader which is critical for our organisation”

- **Jake (SLAM Gen 1)**

## CASE STUDY

# Impact of SLAM mentoring for Senior Leaders

“The thing about the Senior Leaders Aboriginal Mentoring Program was that it was the Aboriginal people mentoring the senior leaders, not the other way around. So it kinda flipped that usual power dynamic in a way that was quite refreshing and positive. And like any mentoring thing, its only as good as the relationships that come out of it.

But more often it created friendships and relationships of respect that you know continue to this day”

- **Jim Betts**, Secretary Department of Infrastructure, Transport Regional Development and the Arts



Click or Scan the QR code to watch the video





## Investment

**\$5800 (PER PERSON)**

- ✓ Includes full access to mentoring program and resources.
- ✓ Includes full day Cultural immersion activities and workshop.

## When can I start?

- ✓ The SLAM program runs two open cohorts per year in February and August
- ✓ Program cohorts are generally smaller and limited to 10 participants.

**APPLY NOW FOR THE NEXT INTAKE**

## Can I run a SLAM program just for senior leaders in my organisation?

Organisations can use SLAM specifically to strengthen Cultural capability or as an executive team building opportunity. Impact Policy works directly with organisations to design bespoke SLAM programs based on the industry, location, and experience of organisations.

Reach out to Impact Policy here to design a SLAM program specific for your senior leaders.

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Stay up to date with the SLAM program and Impact Policy by following us on [LinkedIn](#)