Modification history

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| Release | Comments |
| Release 1 | This version released with Agriculture, Horticulture and Conservation and Land Management Training Package Version 8.0. |

| AHCILM6X01 | Manage cultural processes in an Aboriginal and/or Torres Strait Islander organisation |
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| Application | This unit of competency describes the skills and knowledge required to manage cultural processes in an Aboriginal and/or Torres Strait Islander organisation according to local Community and organisational guidelines and best practice procedures.  This unit applies to individuals who plan and manage strategic direction for Aboriginal and/or Torres Strait Islander organisations with the need to work within cultural protocols and promote cultural diversity and integrity.  No occupational licensing, legislative or certification requirements are known to apply to this unit at the time of publication |
| Prerequisite Unit | Nil |
| Unit Sector | Indigenous Land Management (ILM) |

| Elements | Performance Criteria |
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| Elements describe the essential outcomes. | Performance criteria describe the performance needed to demonstrate achievement of the element. |
| 1. Define Aboriginal and/or Torres Strait Islander management processes | 1.1 Identify the framework or organisational structure for the organisation or Community  1.2 Define Aboriginal and/or Torres Strait Islander management processes  1.3 Define non-Aboriginal and/or Torres Strait Islander management processes  1.4 Record comparisons between the two management processes  1.5 Record and analyse differences between the management structures and management processes  1.6 Investigate ways of applying Aboriginal and/or Torres Strait Islander management processes to legal frameworks in which all businesses operate |
| 2. Analyse strategies for working with non-Aboriginal and/or Torres Strait Islander organisations and people | 2.1 Record differences in relation to working as an Aboriginal and/or Torres Strait Islander person within a non-Aboriginal and/or Torres Strait Islander organisation or person  2.2 Recognise potential conflicts  2.3 Identify and implement strategies for minimisation of conflicts |
| 3. Analyse the impact of a non-Aboriginal and/or Torres Strait Islander framework on a business structure | 3.1 Identify and analyse requirements of a non-Aboriginal and/or Torres Strait Islander framework and legislative requirements for businesses  3.2 Identify and analyse local Aboriginal and/or Torres Strait Islander ways of working  3.3 Identify and record potential conflicts in relation to an Aboriginal and/or Torres Strait Islander organisation working within a non-Aboriginal and/or Torres Strait Islander structure  3.4 Identify and implement strategies to negotiate through the conflict |
| 4. Develop and implement a vision for the business | 4.1 Identify and evaluate strategies and planning processes  4.2 Identify goals and directions for the business  4.3 Apply goals and directions to operate within a culturally appropriate framework  4.4 Develop and present a model for planning business activities |

| Foundation Skills  This section describes those language, literacy, numeracy and employment skills that are essential for performance in this unit of competency but are not explicit in the performance criteria. | |
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| Skill | Description |
| Reading | * Interpret, analyse and extract information from a range of sources including legal documents, policies and procedures |
| Oral Communication | * Use culturally appropriate verbal and non-verbal communication |

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| Unit Mapping Information | | | |
| Code and title current version | Code and title previous version | Comments | Equivalence status |
| AHCILM601X Manage cultural processes in an Aboriginal and/or Torres Strait Islander organisation | AHCILM601  Manage cultural processes in an Indigenous organisation | Updated unit code and title to include Torres Strait Islander people Minor changes to Application  Minor changes to Elements and Performance Criteria Added Foundation Skills Revised Performance Evidence to express assessment in terms of frequency  Revised Knowledge Evidence  Revised Assessment Conditions to include Assessor requirements | Equivalent |

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| Links | Companion Volumes, including Implementation Guides, are available at VETNet:  https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=c6399549-9c62-4a5e-bf1a-524b2322cf72. |

| TITLE | Assessment requirements for AHCILM6X01 Manage cultural processes in an Aboriginal and/or Torres Strait Islander organisation |
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| Performance Evidence | |
| An individual demonstrating competency must satisfy all of the elements and performance criteria in this unit.  There must be evidence that the individual has at least once:   * defined and applied cultural processes within an Aboriginal and/or Torres Strait Islander organisation according to local Community and organisational guidelines and best practice procedures * recognised and documented differences between Aboriginal and/or Torres Strait Islander and non-Aboriginal and/or Torres Strait Islander management processes * identified and recorded the accommodation required to meet non-Aboriginal and/or Torres Strait Islander business requirements through Aboriginal and/or Torres Strait Islander management processes. | |

| Knowledge Evidence |
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| An individual must be able to demonstrate the knowledge required to perform the tasks outlined in the elements and performance criteria of this unit. This includes knowledge of:   * contemporary management practices and styles * Aboriginal and/or Torres Strait Islander management practices and styles * business planning and strategic planning practices * legislation and regulations that apply to management of an organisation. |

| Assessment Conditions |
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| Assessment of the skills in this unit of competency must take place under the following conditions:   * physical conditions: * skills must be demonstrated on Country and/or within an Aboriginal and/or Torres Strait Islander Community or an environment that accurately represents workplace conditions * specifications: * access to specific legislation/codes of practice * relationships: * local Community Elders and/or Custodians.   Assessors of this unit must satisfy the requirements for assessors in applicable vocational education and training legislation, frameworks and/or standards. In addition, the following specific assessor requirements apply to this unit:   * Assessment must be undertaken by a workplace assessor who has expertise in this unit of competency and who is: * an Aboriginal and/or Torres Strait Islander Elder and/or Custodian   or:   * accompanied by, or in communication with, an Aboriginal and/or Torres Strait Islander person who is a recognised member of the community with experience and knowledge of local cultural protocols. |

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