

## Modification history

Release	Comments
Release 1	This version released with Agriculture, Horticulture and Conservation and Land Management Training Package Version 9.0.

<b>AHCOCM6X01</b>	<b>Manage cultural processes in an Aboriginal and/or Torres Strait Islander organisation</b>
<b>Application</b>	<p>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.</p> <p>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.</p> <p>No licensing, legislative or certification requirements apply to this unit at the time of publication</p>
<b>Prerequisite Unit</b>	Nil
<b>Unit Sector</b>	On Country Management (OCM)

Elements	Performance Criteria
<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
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 and analyse differences between the management structures and management processes 1.5 Investigate ways of applying Aboriginal and/or Torres Strait Islander management processes to legal frameworks in which all businesses operate
2. Analyse the impact of a non-Aboriginal and/or Torres Strait Islander framework on a business structure	2.1 Identify and analyse requirements of a non-Aboriginal and/or Torres Strait Islander framework and legislative requirements for businesses 2.2 Identify and analyse local Aboriginal and/or Torres Strait Islander ways of working 2.3 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 2.4 Identify and implement strategies to negotiate through the conflict
3. Develop and implement a vision for the business	3.1 Identify and evaluate strategies and planning processes 3.2 Identify goals and directions for the business 3.3 Apply goals and directions to operate within a culturally appropriate framework 3.4 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.*

Skill	Description
Reading	<ul style="list-style-type: none"> <li>Interpret, analyse and extract information from a range of sources including legal documents, policies and procedures</li> </ul>
Oral Communication	<ul style="list-style-type: none"> <li>Use culturally appropriate verbal and non-verbal communication</li> </ul>

**Unit Mapping Information**

Code and title current version	Code and title previous version	Comments	Equivalence status
AHCOCM6X01 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

**Links**

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

<b>TITLE</b>	<b>Assessment requirements for AHCOCM6X01 Manage cultural processes in an Aboriginal and/or Torres Strait Islander organisation</b>
<b>Performance Evidence</b>	
<p>An individual demonstrating competency must satisfy all of the elements and performance criteria in this unit.</p> <p>There must be evidence that the individual has managed cultural processes in an Aboriginal and/or Torres Strait Islander organisation at least once and has:</p> <ul style="list-style-type: none"> <li>communicated with stakeholders in the Aboriginal and/or Torres Strait Islander organisation</li> <li>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</li> <li>recognised and documented differences between Aboriginal and/or Torres Strait Islander and non-Aboriginal and/or Torres Strait Islander management processes</li> <li>identified and documented the support required to meet non-Aboriginal and/or Torres Strait Islander business requirements through Aboriginal and/or Torres Strait Islander management processes</li> <li>developed and implemented a strategy for managing cultural processes</li> <li>developed a vision for the organisation which supports cultural processes</li> <li>sought agreement for the proposed strategy and vision for the organisation.</li> </ul>	
<b>Knowledge Evidence</b>	
<p>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:</p> <ul style="list-style-type: none"> <li>contemporary management practices and styles</li> <li>Aboriginal and/or Torres Strait Islander cultural protocols and processes</li> <li>Aboriginal and/or Torres Strait Islander management practices and styles</li> <li>business planning and strategic planning practices</li> <li>risk management techniques</li> <li>policy and process development and implementation</li> <li>legislation and regulations that apply to management of an organisation.</li> </ul>	
<b>Assessment Conditions</b>	
<p>Assessment of the skills in this unit of competency must take place under the following conditions:</p> <ul style="list-style-type: none"> <li>physical conditions:             <ul style="list-style-type: none"> <li>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</li> </ul> </li> <li>specifications:             <ul style="list-style-type: none"> <li>access to specific legislation/codes of practice</li> </ul> </li> <li>relationships:             <ul style="list-style-type: none"> <li>local Community Elders and/or Custodians.</li> </ul> </li> </ul> <p>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:</p> <ul style="list-style-type: none"> <li>Assessment must be undertaken by a workplace assessor who has expertise in this unit of competency and who is:             <ul style="list-style-type: none"> <li>an Aboriginal and/or Torres Strait Islander Elder and/or Custodian</li> </ul> </li> </ul> <p>or:</p> <ul style="list-style-type: none"> <li>accompanied by, and/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.</li> </ul>	
<b>Links</b>	Companion Volumes, including Implementation Guides, are available at VETNet: <a href="https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=c6399549-9c62-4a5e-bf1a-524b2322cf72">https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=c6399549-9c62-4a5e-bf1a-524b2322cf72</a> .