



**KRISTAL KINSELE-CHRISTIE**  
MANAGING DIRECTOR

Kristal is a proud Aboriginal woman, a descendant of both the Jawoyn and Wiradjuri nations. Kristal has more than 14 years' experience in education and training, organisational and workforce development and supplier diversity. Kristal is passionate about creating lasting pathways for Indigenous businesses and individuals. A sought after business leader, she is often called upon to provide insights to Government and Private Enterprise. Kristal is a multiple award winner and 2017 NSW Aboriginal Woman of the Year, recognised for her outstanding contribution in working with Indigenous communities, businesses, leaders and women across Australia.



**KATINA LAW**  
COMMERCIAL & FINANCE DIRECTOR

Derby raised, from Worora and Walmajarri families, Katina Law is an executive with over 25 years' international experience in financial and general management roles. Katina is currently a Director of IPS, Chair of ASX listed Ardea Resources and a Non-Executive Director of Gumala Enterprises Pty Ltd and Headspace National Youth Mental Health Foundation Ltd.



**DAMIEN CHALK**  
BUSINESS DEVELOPMENT DIRECTOR

Damien is a passionate and driven professional, with extensive experience in organisational development and leadership projects for governments and Tier 1 companies across Australia. A business strategist and human resources expert, Damien has an extensive track record of changing organisations, teams and individuals for the better. Damien's strategic expertise has played a pivotal role in successfully guiding dozens of organisations, hundreds of projects and thousands of careers.



**JAHNA CEDAR**  
OPERATIONS MANAGER

Jahna Cedar is a Nyiyaparli/Yindjibarndi woman from the Pilbara region of Western Australia, and is recognised as a strong Indigenous community leader. She has worked for over 18 years advocating for equal rights and reconciliation of Indigenous people, and has represented Indigenous Australia at the United Nations in New York, on three occasions. In 2012, she was elected to the WA International Women's Day Hall of Fame. In 2017 she won Business news 40 under 40, First Amongst Equals. Jahna was also named Telstra Business Women of WA – For Purpose and Social Enterprise Winner in 2017.



## WHAT WE DO

### STAKEHOLDER ENGAGEMENT

IPS can manage all aspects of stakeholder engagement, connecting and working directly with Aboriginal individuals, families, organisations and communities for any type of project whether it be an evaluation, review or other.

### CAPACITY BUILDING

IPS provide a range of skills development including leadership programs, coaching, and business capability.

### ABORIGINAL PARTICIPATION PLANS

IPS assists companies with the development and implementation of Aboriginal participation plans, which increase opportunities for both Aboriginal employment and procurement with Aboriginal businesses.



IPS delivers **innovative and focussed consulting services** that inspire people and provide purpose for our clients.

We passionately embrace opportunities to create meaningful pathways for **Indigenous communities and businesses.**

### RECONCILIATION ACTION PLANS

IPS assists clients with the development, review and evaluation of RAPs, these help build a framework for how companies can engage in reconciliation actions and build relationships with Aboriginal Australians.

### SUPPLIER DIVERSITY

IPS is proud to be a supplier diversity leader. We can help companies plan for and engage with the Indigenous business sector.



## HOW WE DO IT



### TRUST AND INCLUSION

We develop genuine relationships based on trust and inclusive practices. Where possible we ensure that local people are included in a collaborative and co-design approach.



### EMPLOY ABORIGINAL STAFF

IPS employ Aboriginal staff within our company, and create opportunities for career advancement for all people. We currently have 33% Indigenous employment.



### CULTURAL SENSITIVITY

We work in a manner that recognises and respects cultural principles of Aboriginal society. We will be guided by each community we enter, when we work on their country.



### CAPACITY BUILDING

We share our skills and knowledge and commit to enhancing the skills of local people when working on country.



### FOLLOW APPROPRIATE ETHICS PROCESSES

We follow appropriate ethical processes as defined by the Australian Institute of Aboriginal and Torres Strait Islander Studies (AIATSIS). This ensures that the research follows a process of meaningful engagement and reciprocity.



### TIME AND FLEXIBILITY

We use flexible approaches and work at a community pace to ensure enough time is given to work together in a meaningful manner.



### ENGAGE LOCAL ABORIGINAL CONSULTANTS & SUPPLIERS

IPS is passionate about driving local engagement. We draw on the local Aboriginal supply chain by engaging local Aboriginal people, consultants, and businesses wherever available.



### LOCAL NETWORKS

IPS has extensive local networks, which we draw on to connect with communities, clients, and suppliers.



Our Directors: Kristal Kinsela-Christie, Damien Chalk and Katina Law

IPS is a majority Indigenous-owned company led by Indigenous entrepreneurs Katina Law and Kristal Kinsela-Christie. With 33 per cent Indigenous employment, we are committed to providing pathways and opportunities for Indigenous people within our business.



"As a relatively young business, we're extremely proud of what we've achieved in facing challenges as an Indigenous business, building a strong brand and forcing open the doors to opportunity.

Working with Government and Corporates, IPS is passionate about a shared desire to build the capacity of Indigenous businesses, communities and people."

— KRISTAL KINSELA-CHRISTIE  
MANAGING DIRECTOR



For every dollar of revenue, Indigenous businesses create \$4.41 of economic and social value.



Indigenous owned businesses strengthen their Indigenous employees' connection to culture.

Source: Supply Nation, The Sleeping Giant: A Social Return on Investment Report on Supply Nation Certified Suppliers.

## OUR PROJECTS



### RECONCILIATION ACTION PLAN – STRATEGIC FACILITATION

The National Rugby League (NRL) contracted Nielsen's Sports as a research partner in 2017 to undertake an evaluation of the NRL's Indigenous engagement and programs. The NRL sought the support of Nielsen's to engage IPS as a tier 2 supplier to work on the project. IPS was engaged to undertake a strategic facilitation with key NRL executives and staff regarding their Reconciliation Action Plan, including their Indigenous engagement now and into the future. IPS also undertook interviews at the Indigenous League Festival using a vox pop method, which included seeking attendees to give a short interview on video. IPS role within the project fed into Niensens overall evaluation.



### OPERATIONS AND STRUCTURE REVIEW DESIGN, DEVELOPMENT AND DELIVERY OF LEADERSHIP PROGRAM

IPS was engaged to identify opportunities for improvement at Marra Worra Worra, Aboriginal Corporation in WA's Kimberley region. IPS undertook a governance, systems and process audit, a review of the operational management plan and a review of HR processes. IPS implemented a tailored leadership program and a review of organisational delivery structure. The IPS review ensured ownership by the people who would be working within any revised framework.



Australian Government  
Department of Infrastructure,  
Regional Development and Cities

### WESTERN AUSTRALIAN ABORIGINAL LEADERSHIP PROGRAM (WAALP) - 2017

IPS developed the West Australian Aboriginal Leadership Program - a comprehensive development program which aims to strengthen Aboriginal business leaders' capacity and capability to shape and drive best practice local business. Covering business development, corporate governance, networking, entrepreneurship, strategic planning, negotiation, resilience, economic development, improving self-awareness, succession planning, relationship building and stakeholder engagement, the program was run over approximately four months.



Australian Government  
Australian Taxation Office



Australian Government  
Department of Employment

### SUPPLIER DIVERSITY AND CULTURAL CHANGE WORKSHOPS

IPS facilitated Indigenous Procurement Workshops to assist Government and Corporate staff to embed Supplier Diversity in their organisations. The workshops started conversations about cultural change in relation to procuring goods and services from Indigenous Business. The facilitated sessions allowed participants to increase their understanding of supplier diversity, and their obligations in relation to the IPP, and allowed for direct engagement between key personnel and Indigenous business owners.

IPS HAS TEAM MEMBERS COVERING  
NSW, QLD, SA, VIC, WA AND TAS.



INDIGENOUS OWNERSHIP



INDIGENOUS STAFF

### GET IN TOUCH WITH IPS



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SUPPLY NATION  
CERTIFIED SUPPLIER OF  
THE YEAR 2018