



FIRST NATIONS LEADERSHIP PROGRAM TM



Blak Wattle
— Coaching & Consultancy —

PURPOSE

Backed by trauma-informed principles, evidence, and over a decade of experience and insights working alongside Aboriginal and Torres Strait Islander people and communities, we proudly present our First Nations Leadership Program, commencing in January 2025. Join us for a transformative six-month journey, tailored for personal growth and professional development, designed to meet the unique needs of First Nations teams. Equip your team with the tools to thrive, both in their careers and in all aspects of life.

The Details:

- Eight knowledge sharing sessions/modules.
- Four informal yarning circle sessions to integrate learnings.
- Three one on one coaching sessions to work towards your own personalised goals.
- Access to a Facebook group/What's app and container for informal inspiration, peer support and learnings.
- Guided meditations and grounding activities.
- Customised resources, worksheets and tools.

ORGANISATION DETAILS

Blak Wattle has Professional Indemnity & Public Liability Insurance cover for up to 5m.
Certificate of currencies can be provided upon request.

Full Legal Name Blak Wattle Coaching and Consulting Pty Ltd
ACN 664 431 332
Corresponding Address 84 Chestnut Street Cremorne
Contact Person Caroline Kell
Position Founder and Director
Phone 0422 621 454
Email info@carolinekell.com
Website www.carolinekell.com.au

ABOUT BLAK WATTLE

Blak Wattle Coaching and Consulting (Blak Wattle) is a purpose-driven, 100% female Aboriginal-owned organisation at the forefront of transformative change. We are rooted in Aboriginal wisdom and knowledge, guided by a deep commitment to reshaping the understanding of trauma, stress, and burnout.

Our team consists primarily of First Nations deep listeners, strategic thinkers, and change-makers dedicated to personal growth and service to the community. We assist our mobs and various organisations in embracing trauma-informed programs and practices infused with Aboriginal knowledge and science. Our work advances conversations about colonisation, social determinants of health, building collective movements, and understanding anti-racism strategies.

We have held space for thousands of First Nations people, teams, and organisations, partnering with a diverse range of clients. Our collaborations span social enterprises, grassroots organisations, academia, Aboriginal Community Controlled Organisations, and both government and non-government entities. We harness the power of data, evidence, and Aboriginal knowledge systems—including deep listening, two-way learning, reciprocity, and storytelling—to transform individuals, teams' organisations and leadership styles.



THE TEAM



CAROLINE KELL **FOUNDER, COACH AND FACILITATOR**

[Caroline Kell](#) is a proud Mbarbrum woman whose family hails from Far North Queensland, but she was born and raised in Melbourne/Naarm. A TedX speaker, qualified Counsellor and Coach, Consultant, Podcaster and sometimes Writer. Evolving into a thought leader, Caroline passionately champions the social and emotional well-being of Aboriginal people, critical discourse on empathetic leaders and workplace dynamics, underscoring the imperative of addressing anti-racism and its links to trauma, stress, and burnout.

Caroline has spent a decade working alongside Aboriginal people and communities advancing outcomes in mental health, justice, community engagement and Treaties. Her contributions have been characterised as a remarkable talent for navigating complex historical and current social dynamics. A true master connector, she brings a grounded, dynamic and impactful presence.



JOSH DOBLE **CO FACILITATOR AND MENTOR**

Josh is a Wagiman man from the Northern Territory who currently resides in Naarm and has done so for the past 13 years. Josh has a versatile and extensive background working alongside Victorian Aboriginal communities to advance outcomes in human resources, recruitment, cultural and community engagement, men's health and wellbeing and out of home care.

Josh is a qualified personal trainer who is deeply passionate about health and fitness and creating good role models and relationships with young men.

UNDERSTANDING FIRST NATIONS BURNOUT

Burnout imposes a significant economic burden on Australia, costing approximately \$14 billion each year. Despite its similarities with other mood disorders—such as anxiety, depression, and chronic fatigue—burnout is not yet recognised as a distinct medical condition. First Nations people and other intersectional groups experience burnout at disproportionately higher rates compared to non-Indigenous populations. Research indicates that this heightened vulnerability is largely attributed to the ongoing impacts of colonialism, along with the additional paid and unpaid labour that First Nations individuals undertake to support their communities.



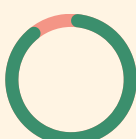
Survey Findings



Of the 262 respondents almost 85% identified as female.



Roughly 40% cared for one to two dependants on average.



Approximately 91% took on an additional 5 or more hours of paid and unpaid labour, supporting their community, each week, ON TOP OF THEIR, 38 hour working week

The Findings

The three most common forms of labour, taken on each week, included:



Volunteering at the local Aboriginal Cooperative or grassroots organisation



Participating on a community board.



A staggering 65 % provided support to an Elder, friend or community member experiencing tough times.

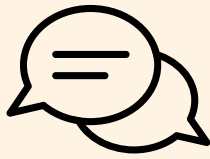
OUR PHILOSOPHY

We recognise the power and strength of communities and that we achieve more when we collaborate and work together. [Our values](#) are important to us and travel with us to each gathering. We recognise the interconnected nature of all living things, people, cultures and communities, and as such adequate time is used to develop cultural safety protocols which recognise the cultural, social, and historical legacies of power, privilege and choice.

We use an integrated therapeutic approach by adopting a trauma informed group work practice, based on holistic principles of Aboriginal social emotional wellbeing. Trauma informed practice is a way of working that recognises the impact of trauma and the potential of healing for people who have experienced it. It is based on six core principles: safety, trustworthiness, peer support/collaboration, empowerment, voice and choice, and cultural, social and gender issues. It respects the uniqueness of people attending and offers a range of engagement styles and learning modalities which appreciates the diversity of each individual and avoids blaming or re-traumatisation.



WHAT TO EXPECT



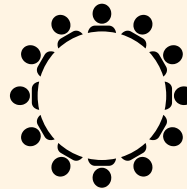
Monthly sessions.
Each module is evidence-based and promotes personal growth and professional development.



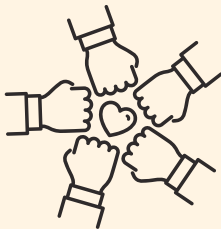
Emphasis on community and connection encourages participants to forge lasting relationships and support networks that are essential for ongoing resilience.



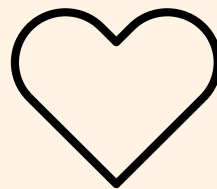
Diverse learning methods such as videos, panel discussions, guided journaling, yarning circles, case studies, and storytelling.



Culturally Relevant Content, with each module grounded in First Nations knowledge, ensuring alignment with participants' experiences and values.



Culturally safe space that validates participants' experiences.



A collection of well-being handouts, podcasts, readings, and additional resources will be provided to support participants on their journey.



THE PROGRAM

TOPIC	OUTCOME	DATES AND TIME
WHAT EXACTLY IS FIRST NATIONS BURNOUT? TAPPING INTO COLLECTIVE WISDOM	Gain a shared understanding of what First Nations burnout is and how it uniquely affects marginalised people	Friday 31 January 10:00am - 11:30am
UNDERSTANDING YOUR UNIQUE STORY. UNPACK OUR VALUES AND BELIEFS AND DECISION MAKING STYLES	Identify and reconnect with the values and beliefs that shape who we are.	Friday 14 February 10:00am - 11:30am
YARNING CIRCLE ONE	A chance to reflect, live group coaching share insights, stories, and support each other.	Friday 21 February 10:00am - 11:00am
PRACTICING MIND-BODY CONNECTION	Deepen awareness of your body and develop tools for self-regulation and resilience.	Friday 7 March 10:00am - 11:30am
YARNING CIRCLE TWO	A chance to reflect, live group coaching share insights, stories, and support each other.	Friday 14 March 25 10:00am - 11:00am
WHAT DOES COUNTRY TEACH US ABOUT SLOWING DOWN? DEVELOPING YOUR OWN ROUTINES AND RITUALS	Learn how to listen to the wisdom of Elders and Country and establish routines for self-care and grounding.	Friday 28 March 2025 10:00am - 11:30am

THE PROGRAM

TOPIC	OUTCOME	DATES AND TIME
TAPPING INTO YOUR AUTHENTIC ENGAGEMENT STYLE. LEARN THE SECRETS TO AN IMPACTFUL YARN	Discover and strengthen your authentic engagement style for deeper, more impactful conversations.	Friday 4 April 2025 10:00am - 11:30am
YARNING CIRCLE THREE	A chance to reflect, live group coaching share insights, stories, and support each other.	Friday 11 April 2025 10:00 - 11:00am
OVERCOMING IMPOSTER SYNDROME	Build confidence by recognising and addressing feelings of imposter syndrome.	Weds 23 April 2025 10:30 - 11:30am
YARNING CIRCLE FOUR	A chance to reflect, live group coaching share insights, stories, and support each other.	Weds 30 April 2025 10:00 - 11:00am
RECLAIMING JOY AND CELEBRATION	Rediscover the power of joy and celebration as acts of healing and resilience.	Friday 9 May 2025 10:00 - 11:30am
POWER OF THE COLLECTIVE. DEVELOPING OUR COMMUNITY OF CARE	Cultivate a sense of belonging and co-create a supportive community of care.	Friday 23 May 2025 10:30 - 11:30am

COACHING PROCESS

One-on-One coaching is a meaningful space for individuals to develop skills, knowledge, and take meaningful steps towards achieving goals. Meet with former Counsellor now Coach Caroline Kell who creates a safe and sacred space for any person to learn how to draw on their strengths and take action in their life and career.

Every client is different, but some here are some of the various outcomes clients typically strive for:

- Learn to declutter the mind and become more productive at work and at home.
- Develop project management and productivity systems.
- Understand personality types and transform leadership style.
- Learn about toxic and chronic stress and develop mindfulness techniques to stay more grounded at work.
- Gain clarity about limiting beliefs and how they impact the mindset.
- Implement nourishing, sustainable practices to avoid burnout.
- Provide effective tools to facilitate safe, valuable and culturally informed conversations in the workforce.
- Unpack and draw on external and internal resources.
- Build cohesion, safety and trust amongst teams.
- Put systems in place for teams to work well together.

As part of the program, each participant receives 3 sessions. More sessions can be bought if required.

- A safe and sacred space
- 3 x 1 - hour Zoom video coaching sessions.
- 1 x Personalised Trello board to goal track and action steps in between sessions.
- An initial questionnaire to get clarity on your vision + a 30-minute discovery and goal setting
- Accountability checks to stay in action and avoid getting stuck
- 3 x session recordings so you can keep track of learnings and insights
- Guided meditations of grounded and support
- Customised resources, worksheets and tools to assist your growth and fast track clarity and success UNLIMITED accountability, hype women and email/whats app support

DOLLARS & SENSE

When designing this Leadership Program, we focused on equipping participants with transformative skills, networks, and experiences, all while prioritising accessibility, equity, and community support. For us, value extends beyond cost—it's about fostering growth, lifelong connections, and shared knowledge.

Recognising the diversity of perspectives and needs, we've introduced tiered pricing for individuals, groups, and organisations. We encourage you to select the category that best suits you and what you can afford.

Our goal is for First Nations participants to benefit from reduced rates, while organisations contribute more to help address financial barriers. We also offer a "pay-it-forward" option for allies who wish to support this vision. Higher rates for corporate and government organisations help sustain the quality of the program and expand access.

With a limit of 12 participants, this program creates a space for deep engagement, trust, and connection, forming a kinship circle that grows and learns together. Flexible payment plans are available, including the option to split payments into 3 instalments.

Additionally, we are offering one fully sponsored spot for someone who simply cannot afford the program. We don't want financial barriers to prevent you from participating.

Tiered Costing

First Nations Individual Rate:	NGO/ Non-Profit Rate:	Corporate Rate – ACCO:	Government Rate – Non-Indigenous:	Pay-it-Forward Option:
\$1,500 pp	\$2,500 pp	\$2,500 pp	\$3,000 pp	Allies can make small donations to offset the cost

IN GOOD COMPANY



'Caroline was just remarkable - she was such a powerful, insightful, gorgeous storyteller. Our team was captivated for the entire session, and felt privileged to have spent the time learning about her story, family and lived experiences as a First Nations woman. We highly recommend her workshops for any businesses that want to engage in cultural awareness training. We look forward to engaging Blak Wattle deep into the future, as we see this as only the beginning.'

- Michelle, Shameless Media

'This program couldn't have come at a better time for me. My life has been chaotic recently. This program has opened up my mind to what I need, and what I deserve in order to create the space for stillness and wellness. Since completing the course I'm more conscious of how stress manifests in my body and am a much more grounded leader, at work and in my community'

- Blak Burnout participant

'I felt really good after the Blak Burnout program. I walked away with the tools to share with my family and have learnt some effective strategies to develop routines that work for me, how to have hard conversations and provide constructive feedback and coaching to me my team. For the first time, I feel connected and inspired.

- Blak Burnout participant

LET'S CONNECT

We take pride in understanding the unique landscapes of different people and organisations, avoiding one-size-fits-all approaches. Click the button below to set up a meeting—we'd love to connect with you.

[Contact Blak Wattle](#)

