



Stronger Smarter Workplaces

To create inclusive, innovative and high performing workplace cultures

"Organisations with strong, collaborative team cultures have greater employee engagement and satisfaction, and greater staff retention. This leads to workplaces that are more inclusive and innovative, and ultimately more productive."

Our Vision

Stronger Smarter communities enabling
all people to honour and affirm positive identities and cultures,
whilst thriving in contemporary societies

Our Philosophy

The Stronger Smarter philosophy honours a positive sense of cultural identity, and
acknowledges and embraces positive community leadership,
enabling innovative and dynamic approaches
and processes that are anchored by high expectations relationships.

High expectations relationships honour the humanity of others, and in doing so,
acknowledge one's strengths, capacity and human right to emancipatory
opportunity.



About Us

We are an independent and Indigenous led Not-For-Profit company.

It has taken several decades of passion, belief and commitment to create Stronger Smarter classrooms and communities. Our founder and chair, Dr Chris Sarra developed the Stronger Smarter Philosophy through his studies and work at Cherbourg State School to embrace a strong and positive sense of what it means to be Aboriginal in contemporary Australian society. The success of his work with the students and community of Cherbourg led to the formation of the Stronger Smarter Institute which has spent over 20 years successfully transforming Australian education.

Workplaces Vision

Stronger Smarter communities across Australia, where people are strong in culture, in identity and able to enjoy prosperous, safe and healthy lives.

Within these communities, we want to see Stronger Smarter workplaces that promote excellence, embrace diversity, and honour individual identities and cultures.

Stronger Smarter Approach™

The Stronger Smarter Approach honours a positive sense of cultural identity for everyone, believing this is essential for educational and workforce success. We raise our expectations, of students, parents and communities, and of ourselves. We anchor this through strength-based approaches, and collaborative communication processes which we describe as 'High-Expectations Relationships'.



Stronger Smarter in the Workplace

Stronger Smarter is based on a belief that every Australian should have the opportunity to reach their full potential. This means the same opportunities for everyone in both schooling and employment.

Many workplaces are navigating dynamic relationships across staff, clients, stakeholders, and local communities. We begin by developing a positive sense of cultural identity and then look deeply at how we communicate and interact with others, using the concept of 'High-Expectations Relationships'.

We need more quality leadership, not more leaders.



Cultural Competency

Our Workplaces Program can mobilise your staff to embrace their diverse strengths and use Stronger Smarter strategies and processes to co-create a way forward.

It complements your local cultural awareness programs and supports your Reconciliation Action Plan by moving your staff towards cultural competency.

This makes the program especially relevant for organisations seeking to strengthen strategic planning, build workforce capacity, and foster meaningful collaboration with local communities.

The Program

We will engage your workplace teams in the processes of High-Expectations Relationships and developing high-performance workplace cultures. It is for teams who are seeking to:

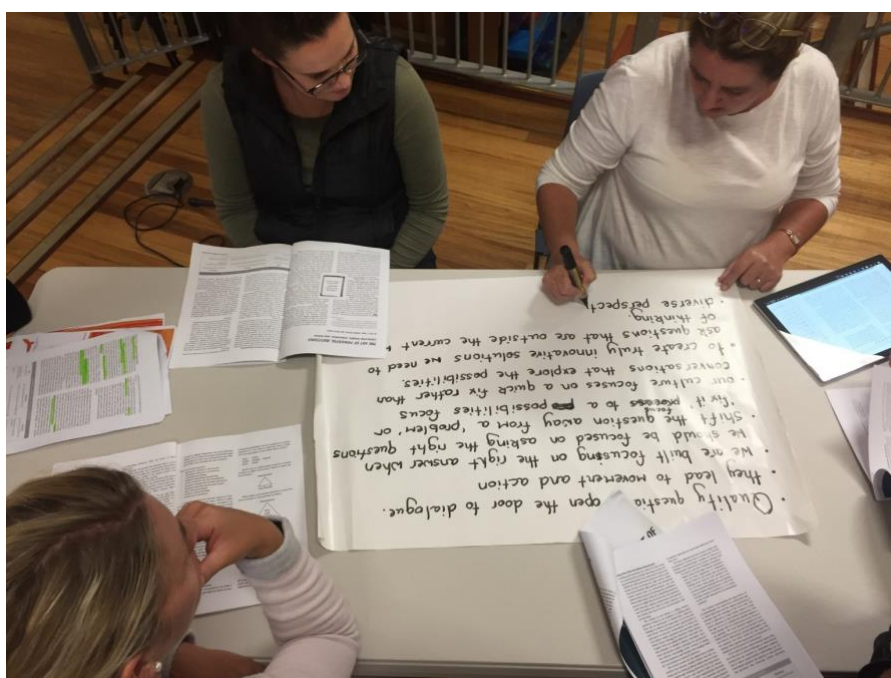
- ▶ challenge existing thinking and practices and find new approaches to complex challenges
- ▶ support a diverse, welcoming and inclusive culture for your workplace
- ▶ create spaces where workplace teams can explore the challenges, dynamics and complexity of diverse workplace cultures
- ▶ nurture team cultures where everyone works together, and ideas are shared and valued
- ▶ develop relationships with local communities and provide positive social impacts for these communities.

For Groups or Teams within an organisation

Our program is delivered over two full days of face-to-face learning, with an optional third-day follow-up session.

The program requires a commitment to the face-to-face session and all program components.

Content is tailored to suit workplace teams or management groups, depending on organisational needs.



What will I learn?

For teams at all levels. We see everyone as capable of leadership and believe everyone can make a difference.

Workplaces is a highly experiential learning program incorporating a range of activities which will challenge your thinking about how to approach complex challenges.



Learning through culture

We recognise the need to learn through culture, not just about culture. You will understand how everyone has a unique cultural identity made up of our experiences and beliefs and influenced by the communities, traditions or ways of being into which we are born.

Drawing on existing strengths

You will draw on your existing strengths and knowledge, stretch and challenge yourself intellectually and emotionally, and question your courage to activate change. We offer new frameworks, processes and fresh insights, to inspire you to connect with your full potential.

Celebrating diversity

We recognise that cultural diversity is associated with diverse ways of understanding how people relate to each other and the world. We embed understandings and celebrations of cultural identity into conceptions of how to build an inclusive and productive workplace

A really unique approach to team building! This was a great opportunity for our staff to look within and without to challenge their assumptions, recognise their strengths and commit to collaborative action. Loved it!

Participant Jan 2015

Indigenous ways of knowing

We bring Indigenous ways of knowing, being and doing to the learning process. By consolidating the strengths of these ancient cultures that still have an important place in contemporary Australia, we believe we can find that common ground for true reconciliation.

Co-creating a way forward

We recognise that some challenges require changes to the assumptions, beliefs and attitudes of individuals and groups within the workplace. We also understand that many of these challenges may lie beyond the walls of the office and involve local communities. We look at ways to develop High-Expectations Relationships within teams and within communities to co-create a way forward.

Our Team



Cassie Ryan
Senior Manager Service Delivery



Ken Weatherall
Program Coordinator

The Stronger Smarter Leadership Program honours difference and diversity. The Service Deliver Team are experienced in the Stronger Smarter Approach and share a strong commitment to ensuring successful life outcomes for all Aboriginal and Torres Strait Islander students.