

ETM Perspectives

Who Are We?

ETM Perspectives, a 100% Indigenous-owned company, is dedicated to people development by fostering safe, impactful dialogue and relationships within organisations. We provide tailored facilitation, consultancy, and training services that inspire, challenge, and empower both business and personal growth. By embracing diversity, lived experience, and culture, we create environments that nurture authenticity, vulnerability, and transformative growth.

Our Values

Our values embody the principles that ground us—staying authentic, honouring lived experience, sharing stories, embracing risk, building safety, growing through struggle, and acting with intention—each of which deepens our trust, courage, and commitment to real growth.



Our National Clientele 2025–2026

Public Sector

We partner with government bodies to support community engagement and people development initiatives.

Private Sector

We assist businesses in building community connections and developing their workforce.

Indigenous Business

We work alongside Indigenous businesses to drive community-focused growth and cultural empowerment.



ETMP acknowledges the generations of traditional custodians who continue to maintain cultural practices and a connection to the lands on which our offices reside. We also pay our respects to the elders, both past and present, and acknowledge their ongoing custodianship of this country.

Asia Pacific Region Engagement



ETMP's Role in Advancing Broader Development Goals



Building Skills and Resilience

Equips individuals with practical skills for leadership and adaptability.



Strengthening Community Engagement

Creates safe spaces to share experiences and promote unity.



Driving Organisational Change

Encourages inclusive, collaborative cultures within organisations.



Supporting Sustainable Growth

Aligns with practices that ensure long-term progress for people and communities.

Future Goals & Opportunities

ETMP's future goals include expanding internationally, innovating adaptable learning programs, and strengthening partnerships with Indigenous and non-Indigenous businesses. We're committed to sustainable growth, aiming to build a legacy of empowerment and resilience that supports future generations.



Our Services



Education

- Education Program and Designs
- Reconciliation Action Plan (RAP)
- Development & Refresh
- Staff Professional Development
- Learning Strategies
- Curriculum Design



Training

- Indigenous Leadership
- Cultural Responsiveness
- Diversity and Inclusion (D&I)
- Group and Team Dynamics
- Cultural Safety
- The Art & Practice of Whole Person Facilitation



Management

- Leadership and Management Support
- Change Management Support
- Event Management
- Professional Coaching
- Professional Mentoring



Perspectives

- Critical Friend Support
- Program Review and Evaluation
- Workshop Facilitation Services (General)
- Workshop Facilitation Services (Tailored)
- Community Engagement

The Value of Partnering with an Indigenous Business

- First Nation Lens
- First Nations & Pacific Islander Network
- Cross-Cultural Connections & Understanding
- Cross-Cultural Communication & Approaches
- Faith-Based Company
- Strengthening Diversity (Dynamic Supply Chain)

Get in contact?

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Meet the Team

Delivery Team



Duane Vickery
Managing Director/Owner



Danny O'Neill
Senior Consultant



Tyrone Adamson
Consultant



Erin Vickery
Senior Consultant

Back Office



Enzo Bocchino
Operations Manager



Mandy Ashlin
Administration & Project Officer



Ellie Vickery
Administration & Project Officer



Jemmason Power
Project Officer – Admin & Coordination



Ashlen Foster-Britton
Project Manager



Elijah Foster-Britton
Operations & Marketing Officer



Danielle Solien
Executive Assistant



Elka Chamley
Project Assistant (ETMP Intern)