



## Warra: Grounded in Culture, Built for Change

Co-designed with and for Aboriginal and Torres Strait Islander peoples, Warra creates safe, empowered spaces where sponsorship drives real leadership progress.

### What to Expect

Warra runs over 4–6 months and is led by First Nations facilitators.

Each program is co-designed to reflect your people, context, and goals.

- Cultural onboarding and support
- Sponsor–sponsee matching with care
- Workshops, coaching, and guided sessions
- Practical tools and structured check-ins

Delivered in-person, virtual, or hybrid.

### Why It Matters

Leadership systems weren't built for equity. Warra changes that. Only 0.7% of senior leadership roles are held by Indigenous people. Retention gaps persist. Development models fall short. Warra creates a different path, grounded in respect for Country, culture, and community.

It builds cultural confidence on both sides of the sponsorship. It boosts engagement, connection, and capability. And it delivers outcomes: measurable, visible, lasting.

### Four Benefits of Warra Sponsorship

- 1 Cultural Safety First:** Indigenous-led onboarding creates a foundation of mutual respect. Every sponsorship journey begins with cultural grounding and care.
- 2 Trust Over Transaction:** Warra fosters real, lasting relationships that honour both sponsor and sponsee.
- 3 Real Growth, Real Roles:** Participants gain visibility, advocacy, and access to leadership pathways, building confidence and accelerating careers.
- 4 Systems Change, Not Just Stories:** We embed sponsorship as a long-term, equity-building capability within your organisation, not a one-off initiative.