

Bulabul is a Wiradjuri word meaning **'together'**.

We strongly believe it takes a community to nurture learning and development.

By working together and leaning on each other, we will achieve so much more.

Building meaningful careers for Aboriginal people

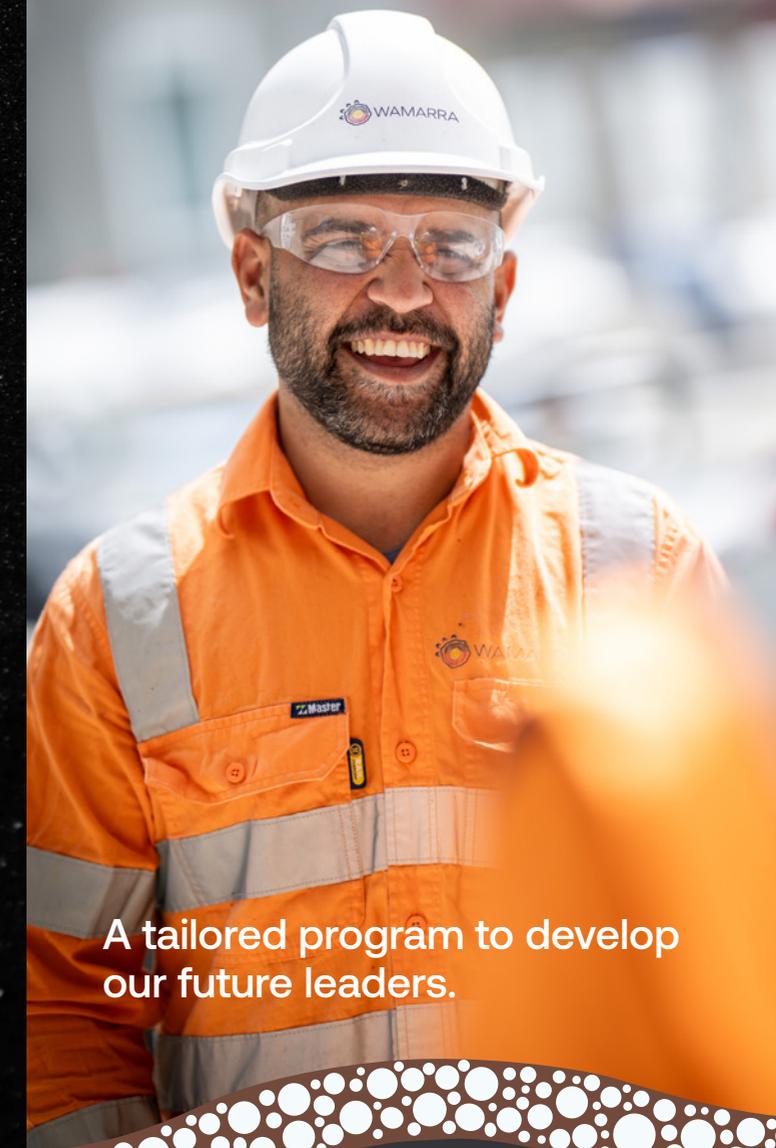
Wamarra's mandate is unambiguous: we build large and small quality construction projects while strengthening Aboriginal participation and engagement within the construction industry.

We're an Aboriginal owned and operated civil contractor, providing meaningful long-term economic independence and career opportunities for Aboriginal people and their communities.

Acknowledgement of Country

Wamarra acknowledges the Traditional Custodians of the land on which our offices are located, the Wiradjuri, Bunurong, Wadawurrung, Djab Wurrung, Yugambah, Wonnarua, Awabakal and Worimi peoples and recognise their continuing connection to land, sea and water. We pay respect to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

We acknowledge Aboriginal and Torres Strait Islander peoples as Australia's First Peoples whose cultural practices continue today.



A tailored program to develop our future leaders.

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Developing our future leaders

A core part of Wamarra's mandate to provide meaningful, long-term careers to our Aboriginal team, the Bulabul leadership program has been created to identify and upskill current and emerging leaders of Wamarra. Bulabul has a strong focus on effective communication and leadership, creating a deep pool of Indigenous talent within the growing Wamarra team and allowing us to identify our future leaders and develop their skills, not only for career progression within the Wamarra team but within the construction industry as a whole.

Incorporating both on-site and office roles across Wamarra and individually tailored to each participant's unique skills and needs, we develop our team's leadership styles across a broad range of functions within Wamarra, identifying leadership potential and providing the tools required to promote better decision making, develop confidence in communication and build stronger team dynamics in a practical format.

Each workshop is held as an interactive and collaborative forum, with Synam's internal leaders joining our in-house facilitators as guest speakers to offer key insights into the practical contexts of each topic.

Personalised, behaviour led development

While Bulabul's program follows a structured list of inclusions, the delivery of content and training methods are developed around industry-leading personality profile models, offering bespoke and culturally-aware development opportunities.

As a part of the program, regular check-ins are scheduled between our participants and facilitators to ensure they have all the tools and support required to succeed. Following completion of the program we also conduct a final evaluation of the program with each cohort, allowing us to adjust the module content to accommodate any considerations or changes flagged by participants to continue evolving the program to suit.

The Bulabul Leadership Program incorporates **six primary modules**, developed by our internal Learning and Development team together with our current leadership team.



Program induction

An introduction to the Bulabul program, the initial module clarifies the program's purpose and expectations of both the participants and the business. During this module we incorporate formal personality profile debriefs with accredited practitioners to ensure the learning plan developed is suitable for each individual's learning needs.



Foundational skills

Setting the scene for the program, this module has a holistic focus on foundational communication, developing broad reaching skills in active listening, building rapport, engaging body language, asking the right questions and the power of silence.



Engaging group communication

Leaning on the skills developed in module two, this module focuses on communicating to groups, covering implicit presentation skills like projecting confidence through posture and tone of voice. Here we also incorporate developing effective resources to aid in presentations.



Providing valuable feedback

This module focuses on an intrinsic part of developing employees, specifically addressing how to provide valuable and effective outcome-focused feedback. Using the popular Situation-Behaviour-Impact (SBI) feedback model, this module addresses giving and receiving feedback, as well as confirming agreed expectations and identifying actions.



Developing leadership capability

This module delves into the depths of what leadership actually is, addressing the difference between leading and managing, breaking down active leadership and coaching.



Developing teams

Rounding out the Bulabul leadership program, the final module focuses specifically on developing, leading and managing a team and their performance.

