

BUILDING CULTURAL INTELLIGENCE AND BELONGING

Offshore Energy



THE CHALLENGE

A global energy project team operating in an offshore environment required training to strengthen cultural intelligence, foster inclusion, and promote a sense of belonging.

With a highly diverse workforce drawn from multiple cultural and professional backgrounds, the team needed practical tools to better navigate cross-cultural dynamics and create a respectful, psychologically safe workplace.

A particular focus was placed on First Nations perspectives, ensuring participants developed an understanding of Aboriginal and Torres Strait Islander cultures and histories, and the role cultural respect plays in shaping inclusive, future-focused workplaces.



**Sun North
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THE APPROACH

Sun North Consulting was engaged to design and deliver a tailored cultural intelligence program. The program combined:

- Interactive training delivery: Facilitated in an open and relaxed style, encouraging active participation and real conversation.
- First Nations lens: Training included education on Aboriginal and Torres Strait Islander cultures, values, and worldviews, building awareness of how First Nations knowledge systems can strengthen team cohesion and respectful practice.
- Focus on inclusion and belonging: Practical strategies for building trust, allyship, and psychological safety within the unique pressures of offshore operations.
- Aligned resources: Development of employee handbook content embedding the training themes, with specific inclusion of First Nations cultural awareness and respectful engagement practices.



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THE DELIVERY

The training was delivered in-person to the offshore team.

Sessions were highly engaging, using real-world scenarios, reflective exercises, and group discussions to ensure relevance to participants' daily challenges.

By fostering a safe space, every team member was able to contribute and take away actionable insights.

THE LEGACY

By combining training with aligned written resources, the program created both immediate impact and long-term value.

The inclusion of an intersectional lens and practical tips and examples ensures the team is not only better equipped to work inclusively offshore, but also to contribute to reconciliation and cultural respect in the broader workplace and community.

THE IMPACT

- Participants gained a stronger understanding of cultural intelligence with an appreciation of First Nations histories and perspectives.
- The team developed practical strategies to support inclusive behaviours, allyship, and cultural respect in their offshore workplace.
- The employee handbook now includes dedicated content on cultural competency and respectful engagement with First Nations peoples.
- Feedback highlighted that the relaxed, open delivery style created high engagement, with every participant taking away something meaningful and applicable.



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