



Fact sheet for Host Organisations

Welcome to the Golden Gurus program.

What to expect

Golden Gurus is facilitated by a range of quality organisations across Australia (Member Organisations). Each Member Organisation is different and will deliver the program in its own unique way. Member Organisations will provide you with information about:

- the way their program works (for example, checking / screening processes, agreements, terms and conditions)
- the type of role that a Golden Guru may undertake
- the skills and experience of the Golden Guru, so that you can make an informed decision about whether or not they are suited to the role you have available
- insurance arrangements that may be required or that should be in place while you are participating in the program
- whether or not there is any cost associated with your involvement in the program (some Member Organisations may ask that you provide a reimbursement on a reasonable cost recovery basis, although this will not be a feature of all Golden Gurus activities)
- what to do if you have a problem at any time during your involvement in the program.

If you haven't received this information yet, or you would like to know more, please ask your Member Organisation.

Role of a Golden Guru

The role of a Golden Guru is to empower others to think through the choices available to them and to make their own decisions.

In Community Organisations, the role of a Golden Guru may include:

- helping you or one of your clients think through decisions, explore new ideas and see things from a different perspective
- listening to (and being a sounding board for) a person's ideas, hopes, goals and problems
- sharing examples of life experiences, empathising with you or a client, showing encouragement and support
- assisting you or a client to identify areas for self-development, skills improvement and appropriate training
- helping you or a client to find information that will help you or them achieve goals—including information about training / learning opportunities, government programs, or community supports
- providing motivation and building confidence.

Golden Gurus who support Small Businesses could:

- help you identify / review opportunities for business improvement
- explore strategies that could be useful in addressing barriers to business success
- assist you to network
- help you find out about appropriate government and non-government services, incentives and supports
- share with you relevant business experiences, providing examples of how a situation could be approached.

Role of Host Organisation

It is important that you make appropriate enquiries to enable you to make informed decisions about the Golden Gurus program and proposed Golden Guru. Your Member Organisation will collect some information from you (for example, about your organisation or business) and, with your permission, will provide this to a Golden Guru.

This will allow the Golden Guru to make an informed decision about entering into the relationship with you as well.

- Does the Golden Guru have the skills and experience you are looking for? Will they suit the role and your organisation? Do you want to meet them before entering into the relationship?
- Would you like a trial period to begin with? How long is your involvement in the program expected to last? How will you work with the Golden Guru and Member Organisation to make the most out of the opportunity?
- What sort of insurance is in place?
- What are your health and safety responsibilities toward those who provide voluntary support to your business or organisation? The occupational health and safety fact sheets below are kindly provided by Volunteering Australia:

ACT: www.volunteeringaustralia.org/files/L8ATQCK7YO/OHS%20ACT.pdf

NSW: www.volunteeringaustralia.org/files/4M470AJYX9/OHS%20NSW.pdf

NT: www.volunteeringaustralia.org/files/BVVD4121KN/OHS%20NT.pdf

QLD: www.volunteeringaustralia.org/files/LS6JI93TVY/OHS%20QLD.pdf

SA: www.volunteeringaustralia.org/files/WIXG6YZ9XF/OHS%20SA.pdf

TAS: www.volunteeringaustralia.org/files/G8ARMQZGD3/OHS%20TAS.pdf

VIC: www.volunteeringaustralia.org/files/NI8N9PTO4L/OHS%20VIC.pdf

WA: www.volunteeringaustralia.org/files/HDI7ICQB40/OHS%20WA.pdf

Remember that you are the decision maker. You should avoid:

- giving permission for a Golden Guru to make decisions, or to act, on your behalf
- seeking psychological counselling support from a Golden Guru (defer to the experts for this, for example, Lifeline)
- inviting a Golden Guru to become materially involved in any way with your business or organisation
- asking a Golden Guru to undertake work that would normally be carried out by a paid employee
- providing a wage to a Golden Guru for the support they provide
- divulging confidential information provided to you as part of the voluntary relationship to others, except with the Golden Guru's express permission or as required by law
- contacting a Golden Guru where the individual has asked to end the relationship and has requested that no further contact be made
- acting outside of any agreement that you have made with your Member Organisation and the Golden Guru.

For more information, please contact DEEWR on **1300 650 925** or go to www.deewr.gov.au/goldengurus.