



# LABOUR & LEADERSHIP ROADMAP

Hands-on support and advice to develop and maintain a happy, profitable and productive team

## FEATURES

- Support for implementing actions that are most important and strategic for your business situation
- Complete review of your people management approach.
- Customised annual roadmap for action
- Opportunity to work with knowledgeable and experienced people-focused consultants to implement your required people management actions
- Development of your people strategy to consider the longer-term business vision
- Advice and support in developing policies, procedures, templates and systems to improve your HR management, ensure compliance and allow you to feel in control
- Face to face and online meetings to maintain momentum and ensure actions are implemented
  - Six meetings per year are included
  - Meeting agendas will be driven by the annual roadmap plus some core topics including personal development and leadership
  - Sessions may be with the management team or delivered to your whole team. This will be determined based on your business needs and action plan



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*The real value in a business is in its people, people can make or break a business. People management skills can be learned, and one of the most significant impacts you can have on your farm business is through improving these skills.*

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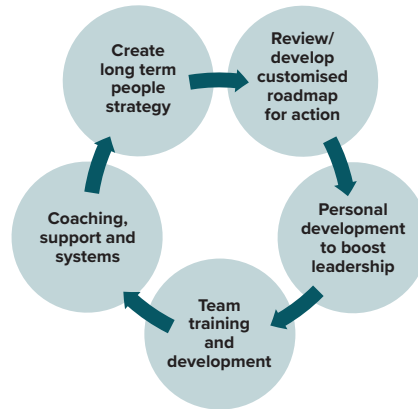
GRDC Farming the business, sowing for your future

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Sessions will be tailored to your needs and situation. Example areas where we can provide support:

- Culture
- Employee value proposition
- Leadership
- Communication
- Accountability
- Workforce planning
- Delegation
- Time management
- Performance reviews
- Risk assessment
- Operations planning
- Remuneration
- Job descriptions
- Organisation structure
- Payroll review
- Employment documents including annualised wage, contract and letter of offer
- Myers Briggs Type Indicator, understanding personality
- Recruitment
- Policy development
- Governance
- Mediation
- Workplace health and safety



## BENEFITS

- Foster a more engaged and committed team to propel your business forward
- Improve the professionalism of your business
- Grow and develop to become a better leader
- Allocate time to work on the business and plan your people strategy
- Enhance your team culture
- Support business growth with efficient and practical systems and policies

- Be sure of compliance with the Pastoral Award and Fair Work requirements

Our labour and leadership roadmap is designed for farm employers looking to review and boost their people management outcomes and improve team performance.

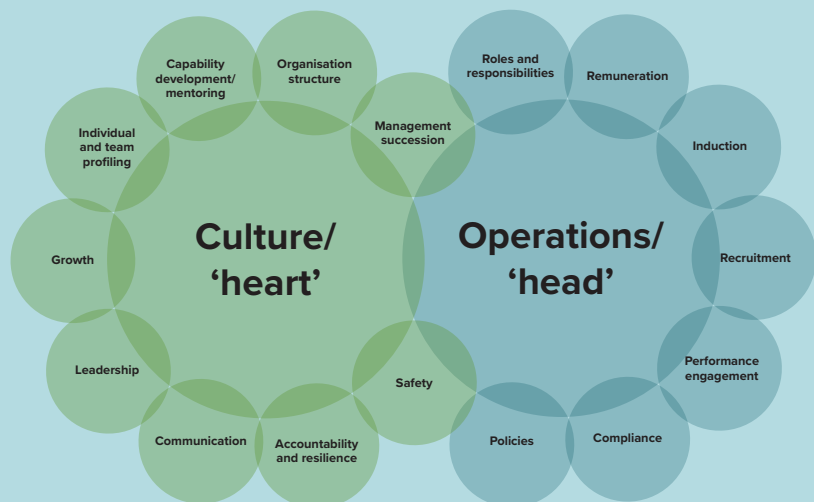
Address both operational and cultural aspects of people management:

- Professional advice and support
- Coaching to create accountability
- Personal/self and team development
- Straightforward systems and processes to save time and improve management effectiveness

## WHY WORK WITH US

We have a proven track record, helping clients develop and grow their businesses for over 20 years. Our 'head' and 'heart' approach to people management ensures that self, team and management attributes are considered as we work with you.

We offer a professional, independent, innovative approach and a genuine desire to help our clients achieve their goals.



For more information contact us on **1300 746 466** or visit [pinionadvisory.com](http://pinionadvisory.com)

