



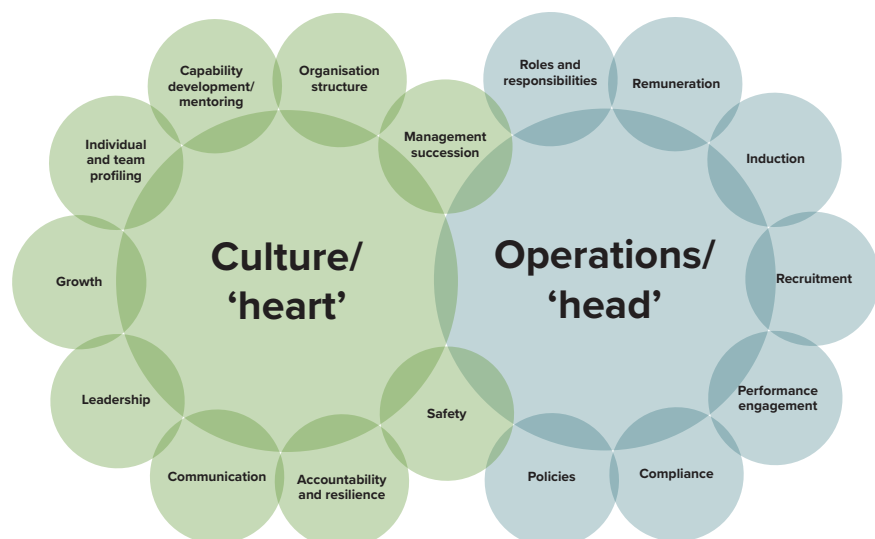
# PEOPLE & SUCCESSION STRATEGY SERVICES

Develop positive careers and futures for your employees, family, and farm business

## BENEFITS

Our people and succession team work with farm owners, managers, families, and employees throughout all stages of their farming career.

We focus on two integrated pillars – culture and operations. Culture underpins a productive and happy workplace with a focus on communication, productivity, and personal growth. Operations are the requirements of employing people such as safety, compliance, and induction. Our team provides a practical, independent, and reliable service which aims to improve team productivity and workplace satisfaction.



# PEOPLE & SUCCESSION STRATEGY SERVICES



## SERVICE FEATURES

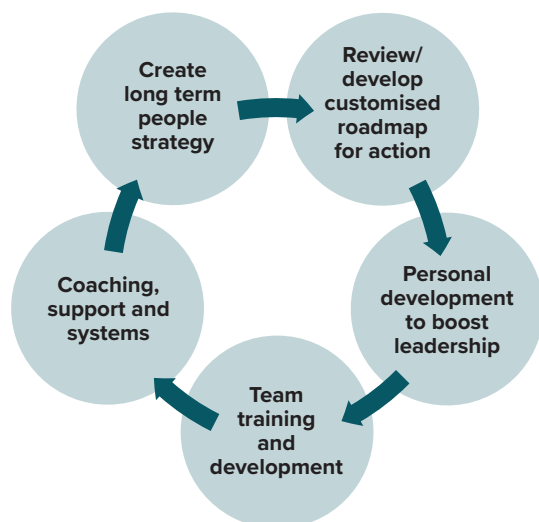
### Succession planning

We support family businesses seeking to make a plan for the future using a succession planning process to guide them through this transition. An independent perspective enables all members to have their say in the plan to progress. Ongoing support ensures the succession planning does not stall.

We also offer coaching to support those thinking about or working through succession in their business. Access compassionate and confidential support and coaching, to support you to map out your future.

### Labour and Leadership roadmap

Our labour and leadership roadmap is designed for farm employers looking to review and boost their people management outcomes and improve team performance. The service addresses strategic, operational, and cultural aspects of people management through hands-on support and advice and is tailored to suit individual needs.



### Coaching

Our experienced coaches provide confidential, one-on-one (or couples) support to help you to increase your capacity and personal resilience. You may be seeking personal development, to manage a conflict or crisis, or be transitioning to the next phase of life. We can tailor our coaching service according to your needs.

### Mediation

Our standard conflict mediation services are for families or businesses experiencing inter-relationship conflict and the inability to resolve matters. Day-to-day relationships and business operations are impacted. We will provide mediation to assist in understanding the situation and consider the options to move forward.

Crisis mediation services are for families and businesses in crisis. Relationships may be irrevocably damaged, no resolution or change is achievable without intervention and long-term health of individuals, the family and even the business is impacted.

Acting proactively through mediation restores relationships and brings resolution.

### Team development

We can customise a team development session or program to meet the needs of your business. This could be a workplace health and safety briefing session, a facilitated issue specific team meeting, developing your team culture and values or improving communication.

We have accredited Myers Briggs Type Indicator facilitators who can help teams to better understand each other as individuals to enhance how they work together. Sessions can be on-site or online.

### Compliance

Our employment foundations service provides a professional positive and clear employment engagement process, formalising employment arrangements with farm employees. It manages risk of non-compliance and a poor employee experience that impacts your team.

We will work with you to understand the roles in your business and create clear job descriptions and employment agreements. Wage reviews ensure compliance with the Modern Award and industry standards. We can also assist with discussing HR issues, introducing systems and documents with your employees to ensure clarity.

“

*The family found the Succession Planning process interesting and rewarding. It opened their eyes to how our business runs and what goes on behind the scenes of running the farm. We now have a structure that we can follow and implement and make life a lot easier for everyone.*

” Jo Starkey, Palmer SA

# PEOPLE & SUCCESSION STRATEGY SERVICES



## TRAINING AND WORKSHOPS

### Next Gen Breakthrough

Next Gen Breakthrough is a three-year program designed to assist and support the development of the next generation of farm managers. Learn through interactive workshops focusing on financial, business and people management skills. Gain practical tips, tricks, and tools to develop confidence in decision making on the farm.

Participate with multiple members of your business, another 'next-gen' such as a sibling, colleague, or partner. Learn from fellow producers and their mentors about their farm businesses.

“

*It's critical to spend some time on your skills and setting goals for your business and the Next Gen program provides the ideal opportunity for this.*

” Ellen Hardy, Eyre Peninsula SA

### Farm HR: Creating employers of Choice

A workshop developed for farm employers that can be delivered online or face to face. Content includes best practice when employing people, FairWork, Pastoral Award and payroll overviews. Also covered is workplace health and safety, being a proactive and compliant people manager and the role and value of culture in an effective team.

“

*Do it! There is so much to know and understand as a farm employer and this is time well spent in learning some of the most important considerations.*

” Melanie Kitschke, Jamestown SA

### Farm employment mentoring program

Learn together to develop skills and systems to lead and manage farm teams. Implementing employment systems and positive workplace changes takes time and requires support. The new farm employment mentoring program provides information, templates, support and ongoing mentoring. This ensures changes are implemented.

Over two years, participate in ten workshop sessions (face to face and online) and access one on one support. Work with your peer group, learn new information and have skills and support to get your Farm HR underway. Sessions will focus on HR operations, culture and leadership.

## Strong Foundations

Strong Foundations is a personal development program for leaders and managers of family farming businesses, farming systems groups, corporates, or school groups. Delivered online or face to face. It will improve emotional intelligence and communication, provide insights to demystify human behaviour, increase accountability and enhance inter-personal relationships. The outcome is improved team engagement.

“

*Insightful and instantaneously effective.*

”

Suse Ifould, Cooke Plains SA

## PUBLICATIONS

### Employee value proposition report

An Employee Value Proposition (EVP) involves becoming employee focused through driving a strong values connection with your team members. A strong EVP plays a key role in attracting, engaging, and retaining people.

In 2023 we surveyed farm employers and employees to gain an insight into what is important to both groups. If you would like to know more visit [www.pinionadvisory.com/employee-value-proposition](http://www.pinionadvisory.com/employee-value-proposition).

The Pinion Advisory People and Succession Services team can assist you to develop an employee value proposition for your business.

### Farm Salary Survey report

If you are a farm business currently employing staff, or likely to in the future, you will be able to make informed decisions using this report. It will enable you to benchmark your remuneration packages against a snapshot of the market. If you would like to know more visit [www.pinionadvisory.com/farm-salary-survey](http://www.pinionadvisory.com/farm-salary-survey).

## 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)

