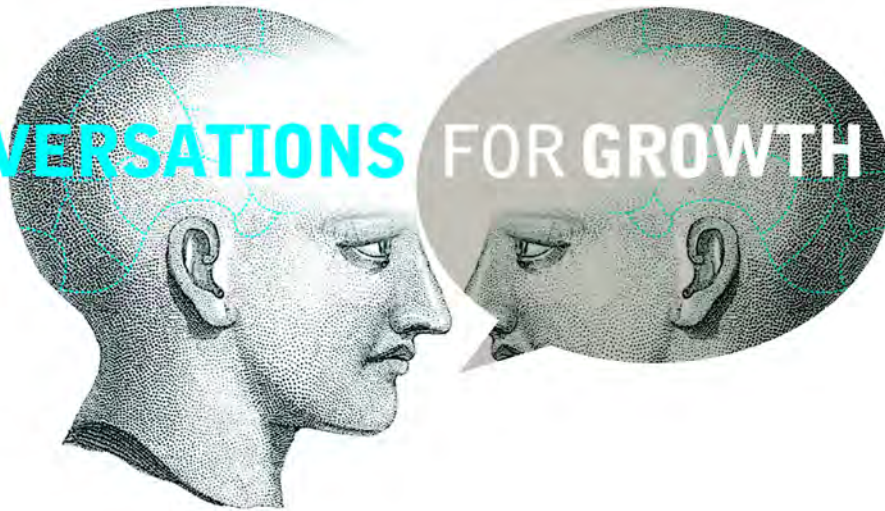


CONVERSATIONS FOR GROWTH



RURAL LEADER'S BOOTCAMP

BEING TRUE TO YOURSELF AND OTHERS: VALUES-DRIVEN LEADERSHIP

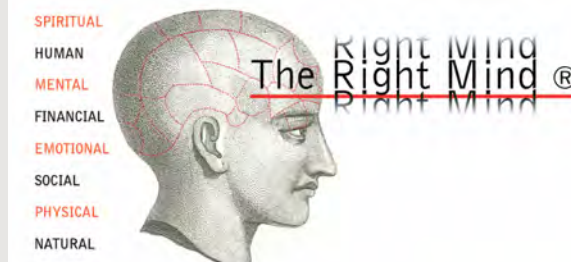


DEFINING DIRECTION
AND DEEPENING
PURPOSE

DEVELOPING A DEEP
APPRECIATION OF THE
HUMAN DIMENSION

MASTERING THE
CRITICAL ELEMENTS
FOR SUCCESS

BEING
ENVIRONMENTALLY
RESPONSIBLE AND
PROACTIVE



THIS PROGRAM IS A
UNIQUE DEVELOPMENTAL
OPPORTUNITY FOR
ASPIRING LEADERS
WITHIN THE RURAL
SECTOR.

THE BOOTCAMP PROVIDES
AN OPPORTUNITY FOR YOU
TO REFLECT ON YOUR OWN
STRENGTHS, CHALLENGES
AND LEADERSHIP
ASPIRATIONS IN THE
COMPANY OF OTHER
RURAL LEADERS.

**A 4^{1/2} DAY PROGRAM CONDUCTED
OVER A FOUR MONTH PERIOD:**

PHASE 1: A 3-DAY LEADERSHIP FORUM

- PERSONAL BEHAVIOUR AND FITNESS PROFILING
- LEADING SELF; LEADING OTHERS; LEADING THE ORGANISATION

PHASE 2: WORKPLACE PROJECT

- ONE-ONE COACHING SESSIONS WITH TRM MENTORS

PHASE 3: 1-DAY “STEPPING OUT”

- YOUR STRATEGIES FOR SUCCESS

FOR FURTHER INFORMATION

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ABOUT THE PROGRAM

The program challenges you to reflect on what is expected of a modern rural leader and to understand what it takes to become a highly effective leader.

During the program, you will acquire a solid set of tools and skills that help you lead a team: either within a business or political context.

KEY TOPICS

LEADERSHIP AND CAPTURING HEARTS

- Defining purpose
- Aligning leadership and purpose
- Being aware of the wider dimensions
- Defining your leadership style
- Acceptance there is always a choice

MASTERING THE PEOPLE DIMENSION

- Exploring behavioural styles
- Understanding what drives followers
- Managing conflict and shaping team culture
- Understanding inter-generational workplace dynamics

UNDERSTANDING AND MANAGING ENERGY

- Linking employee engagement to energy management
- Removing the epidemic of ‘busyness’
- Managing energy not time for maximum performance
- Understanding the power of rituals
- Leveraging creativity and team energy

ACHIEVING SUCCESS

- Understanding your drivers of decision-making
- Communicating decisions and expectations
- Extending your influencing style
- Having a framework for action

ALIGNING PHYSICAL WELL-BEING AND NUTRITION

- Physical well-being and physical exertion
- Understanding the impact of what you eat

MASTERING THE INNER WARRIOR

- Strengthen and align energy across all four dimensions: body, heart, mind, and spirit.
- Understanding what it takes to be mentally tough and humble
- Learning to ask your-self the tough questions

MANAGING FOR SUSTAINABILITY AND CLIMATE CHANGE

- Scenario planning
- Identifying the key drivers of ecological sustainability in your business

THE BENEFITS OF THIS PROGRAM TO YOU ARE:

- Understand the importance of effective leadership behaviours in successful organisations
- Practice the behaviours that influence groups and individuals
- Explore the techniques required to drive results in an organisation
- Develop a personal leadership philosophy that is based on broader knowledge, expanded capabilities, and greater confidence
- Enhance personal and organisational engagement
- Understand how to develop greater resilience and flexibility in the face of non-stop stress
- Explore how to effectively expand energy capacity in order to improve productivity
- Develop rituals to support enhanced performance and replace non-effective habits that potentially compromise success of any important objective
- Enhance overall health and wellness
- Improve performance and increase productivity in all aspects of your business and personal life
- Acquire the comprehensive energy management skills required to make energy investments in the life areas that matter most

These outcomes are achieved through:

- Structured assistance in achieving personal and business goals
- Fresh ideas from fellow participants, facilitators and presenters
- Support and guidance by your fellow participants and in particular, your 'buddy'
- Increased focus through reducing time spent on urgent and fire-fighting matters
- An enhanced decision-making process.

YOU WILL COMPLETE THIS PROGRAM EQUIPPED WITH TOOLS, MODELS AND STRATEGIES TO BE APPLIED TO YOUR LEADERSHIP TASKS.

YOU WILL HAVE GAINED INSIGHT INTO YOURSELF AND OTHERS.

YOU WILL UNDERSTAND YOUR BUSINESS CONTEXT IN A WAY THAT YOU CAN DEVELOP THE NECESSARY CAPABILITIES AND LEAD YOUR TEAM TO ACHIEVE THE AGREED GOALS.

DURING THE PROGRAM, YOU WILL:

Establish focused goals – by engagement in a rounded goal-setting and revision process.

Understand your behavioural drivers – through comparing your personal results from the latest management and emotional behavioural tools.

Develop 'metrics that matter' – by development and updating of key performance measures that embrace the physical, financial and cultural components.

Learn to 'give up' the unnecessary – by substituting not adding. Success is not achieved through the successive addition of new fads or operations on top of already busy lives. Very few team leaders have learnt the art of quickly shedding layers that are no longer relevant or do not add value.

Learn to pace any change program realistically – through a better understanding of the drivers of effective change and organisational benefits. Far too many change management programs are unrealistically scheduled. They are under-funded or results are expected in unrealistic timeframes resulting in people losing interest.

Develop and progress the TRM 'Buddy Concept'. This concept has its origins in the military where looking after comrades during periods of danger ensures there are two people monitoring actions. It is used within Conversations to accelerate progression towards your and your buddy's goals.

It also has a secondary function in that it helps you assess your own mentoring and coaching skills.

WHAT OTHERS SAY...

"Life changing (not a term I use lightly). I want my wife to go through it". *Luke Ukkola, Fitzroy Basin Association*

"I will certainly continue to focus and refocus on learnings' and have seen very tangible & significant achievements/progress since the start of the course." *Harmony James, North Australia Pastoral Company*



"I totally loved the program. It busted me and then put me back together. More importantly, it gave me a greater self awareness and the realisation that it was up to me to achieve what I wanted".

Natalie Temple (right), Lallemand Animal Health with Jill Rigney (The Right Mind)



THE TEAM BEHIND CfG

David Hanlon has a special interest in seeing people perform outside the ordinary. He is especially interested in seeing them achieve their personal and businesses goals, whether financial and organisational performance or physical wellbeing and fitness.

He is recognised as one who gets to the heart of things, not accepting face value: a process described by clients as both challenging and rewarding.

His personal interests are developing young leaders, adventure trekking and long distance cycling.

Professionally he has been involved with business development, business benchmarking and market assessment for the past 30 years; both in Australia and nationally.

He designed the Supply Chain ExecutiveLink™ program, which won the Logistics Association of Australia's Training and Education Award. Conversations for Growth® was a finalist in the Australian Institute of Training and Development's Learning Innovation Award.

David is a Fellow of the Australian Institute of Management and a Chartered Management Consultant with the Institute of Management Consultants in Australia.



Jill Rigney grew up on a mixed farming business west of Goondiwindi. She is passionate about assisting families and their businesses in making the right decisions. Her hobbies include trekking and cycling. She is a multiple Kokoda trekker and Kokoda Challenge participant.

Professionally she commenced her career in business support and in this role managed national benchmarking projects in a wide range of industries.

Her extreme perceptiveness has resulted in her now recognised as a national leader in group facilitation. She is able to deftly recognize and work with the needs of each individual during her training or meeting sessions.

She also specialises in businesses conflict resolution and family business succession planning.

Jill is trained to apply the principles of Neuro Linguistic Programming (NLP) in her professional responsibilities, presenting programs and facilitating meetings across Australia. This training enables her to introduce the subtleties of our communication styles to achieve cultural shifts within individuals and organisations. She is also accredited to deliver and interpret both the DISC Management Profile and the Mayor Salovey Caruso Emotional Intelligence Test (MSCEIT).

Jill is a Certified Professional member of the Australian Human Resource Institute and a member of the Australian Institute of Training and Development.