

WEBINAR SUMMARY

JANA HOCKEN

Creating visual management – this is key information shared visually; it's used to run the farm day to day and at a strategic level.

Get the information out of your head ready to be used by team members
65% of us are visual learners – we need visual tools to understand instructions or to teach someone.

Make it easy for yourself – take that clutter out of your head and take control of what's happening on your farm.

YOUR VISUAL MANAGEMENT NEEDS TO BE:

- Visual and crystal clear to everyone
- Everyone needs to be able to get the picture within 3 seconds
- It needs to be live and regularly updated

You want all team members going towards the same goal.

You want all team members to have the information they need from day one.

Take a photo of the live board after your staff meeting and share this with your team so they all have the information with them when they head out on farm.

EMPOWER YOUR TEAM!



CHECK OUT JANA HOCKEN

WWW.LEANFARM.NZ

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KANE BRISCO

In farming there are stressors that are out of your control- for example the weather and economic climate. It's how you deal with these stressors that you have the control of. What can you do to make sure you cope with things out of your control better?

A lack of energy impacts both on farm and at home.

Understand your purpose –why are you farming?
If you don't understand your purpose and vision then your team won't either.

We as farmers, especially dairy farmers, have a big rest period before the busiest period of our seasons – you wouldn't go into a sports season unfit so should you go into your work season unfit?

Challenge – should farmers have a preseason like a sports team would?
Remember that physically fit bodies don't get injured as easily. The fitter you are the more energy you will have and the clearer your head will be; clear heads make better decisions.

Remove yourself from the farm, prioritise yourself – release that stress and frustration.

Schedule your exercise time- keep your family in the loop and make it flexible, but make it happen.

How we are as the team leader sets the tone for everyone around us:

- If you are positive and have high energy, your team will match you.
- If you are negative and panic, then no one in your team knows where to look or what decisions need to be made.

What you consume is important to your physical and mental health:

- Food and drink is the obvious one
- But think about what you read, watch, and listen to.
- Think about who you follow on social media – if these people are not positively impacting your life, unfollow them.
- Think about what we tell ourselves -we can be our biggest critic but we should be our greatest supporter.

Understand what excites you, what gives you energy? What excites those in your team? Encourage them to work in the areas that they enjoy.

Look out for those in your staff that are becoming withdrawn – think about what might be going on? Are they ok?

3 A's:

- Acknowledge what you are feeling and what causes you stress.
- Accept these emotions and circumstances.
- Action – step back and take action, do something about it.

Sleep! This gives your body time to recover both mentally and physically.

Make sure what you are feeding yourself is good for your body.
Drink lots of water and look at adding electrolytes in too, especially during spring when you can sweat a lot.

Look at your daily habit:

- What's taking you closer to your goals?
- What's taking you further away from your goals?

Live an active lifestyle.

CHECK OUT KANE BRISCO

@KaneBriscoFarmFit

INVESTING IN YOURSELF IS INVESTING IN EVERYONE AROUND YOU.

PETE

Communicate with whiteboards, RT's and cellphones. Likes the RTs so everyone is aware of what is going on. Likes cellphones so team members can ask questions directly to him – wants all questions asked no matter how "silly" they may seem so they don't lead to bigger mistakes.

Likes to have the season planned out and then to have back up plans for when different things get thrown into the season.

Look back and compare between seasons, although no two seasons are the same a lot can be learnt from looking back over them.

Has pads of maps in vehicles so that they can be used to get into a bit more detail while on farm.

Has an operations folder with has most of the information about the farm in it so that any staff at any time can consult it.

JARRED

New employee information pack which includes a farm map, key contacts, and the important communication lines for if they get stuck.

Uses maps at team meetings and takes the time to highlight hazards so that every team member knows about them.

Every near miss has to be recorded.

Find that new team members learn quicker with a good clear map.

Their map has the effluent irrigator outlined clearly which has been really helpful for their staff.

Finds weekly team meetings so valuable.

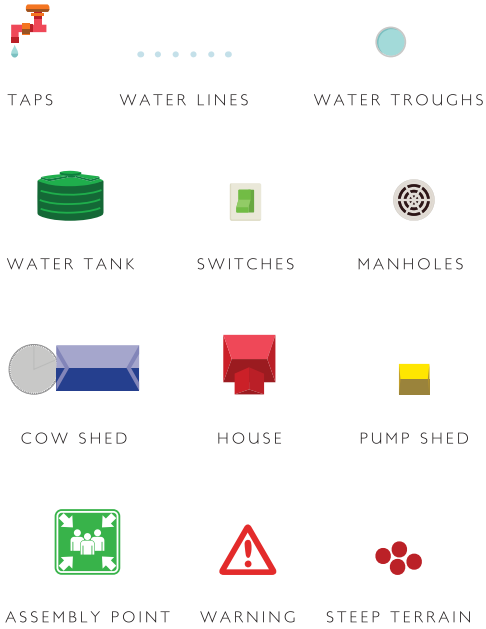


< NEW SEASON NEW TEAM >

NO PROBLEM

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PADS OF MAPS A4 OR A3

CUSTOM FARM WHITEBOARDS



IMPROVE PRODUCTIVITY, FARM SAFETY AND BUILD A CONFIDENT TEAM

Our customised farm whiteboards and notepads will:

- > Save time
- > Reduce errors
- > Increase productivity
- > Get your staff working as a team