

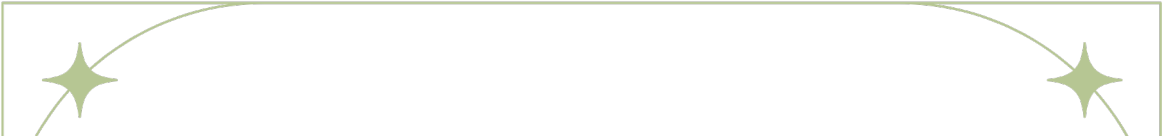
Ley Webster

2WorkinOz - Find your workforce





FINDING YOUR
WORKFORCE - BETTER STILL
KEEPING THEM

A decorative horizontal bar with a thin green border, featuring three green four-pointed stars in the center.

FINDING MY PLACE IN AGRICULTURE



FINDING YOUR PLACE, IN FINDING YOUR WORKFORCE

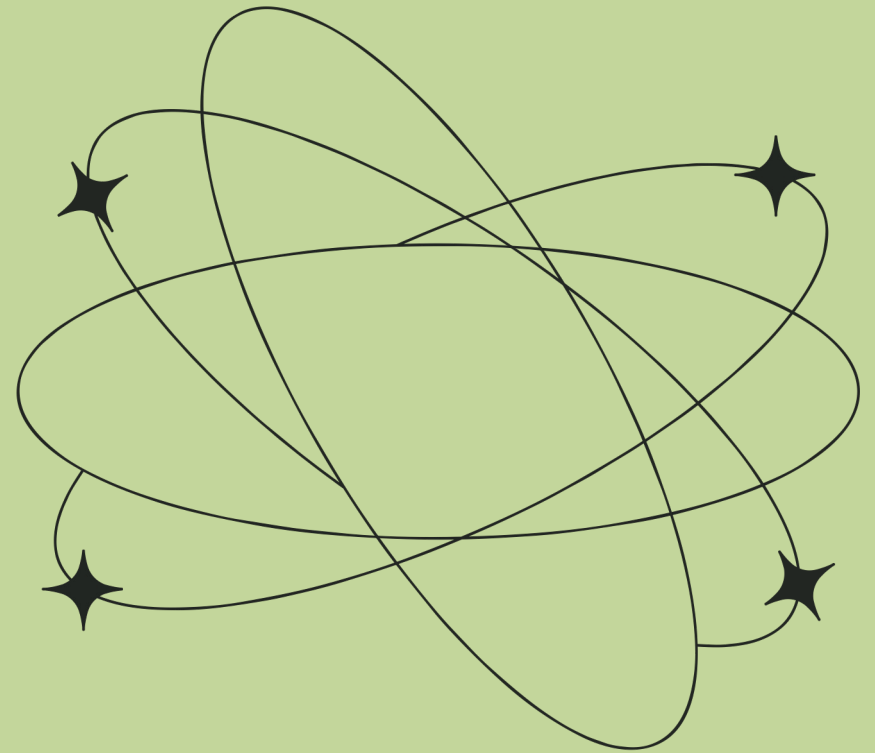
DO YOU WANT TO BE THE RECRUITER

WHAT MANAGEMENT STYLES ARE IN THE BUSINESS

WHEN DO YOU NEED PEOPLE

HOW MUCH TRAINING CAN YOU DO

WHAT WORKPLACE CULTURE DO YOU HAVE



CREATING A POSITIVE WORK CULTURE



- Staff who experience a positive workplace culture are happier and more productive, leading to improved productivity and profit margins
- A good workplace culture encourages your employees to stay longer with your company

A POSITIVE WORKPLACE CULTURE

#1 – Define and Communicate Your Values

By doing that you will give your staff a strong code of conduct to work with.

Clear expectations to meet, and

A structure for you as the owner or manager, allowing you to follow up with them and provide feedback.



A POSITIVE WORKPLACE CULTURE

#2 – Feedback and Mentorship

- Consistent communication with your team is the key for monitoring performance and motivation, resolving issues, and keeping staff happy
- Plan ahead – be sure that you have regular check-ins with your staff
- Acknowledge staff members' successes in the meetings
- Develop a rewards and progression system that promotes teamwork
- Raise team members who support others
- Build a mentorship system



A POSITIVE WORKPLACE CULTURE

#3 – Support Your Staff



- Be sure you know about your staff's needs and wants, like their preferences or even career goals
- Take time to ask about their personal lives
- Don't forget to thank them after challenging periods or days
- Plan activities, such as after-work get-togethers



A POSITIVE WORKPLACE CULTURE

#4 – Put Policies in Place

- Uphold policies in place from the beginning
- Have plans for responding to any escalating issues
- Be sure that your employees know the policies, including who they can talk to if there is an issue



HOW TO PLAN A POSITIVE WORKPLACE CULTURE

#5 – Don't Do It All Yourself

- It is helpful to seek help or advice from a third party – objective external organizations
- Places to look for Agricultural Staff and support -

Recruitment Agencies, Online job sites, Social Media, word of mouth, Agricultural colleges and universities, International recruitment/ sponsorship.





REMINDER



**YOUR EMPLOYEES ARE YOUR BIGGEST
INVESTMENTS AND ASSETS**

THANK
YOU

