

# GROWING LEADERS PROGRAM 2020



Following on from the success of industry specific leadership programs Hort Innovation is continuing its investment in leadership development with this program, using the vegetable, raspberry and blackberry, sweetpotato, nursery and fresh and processing potato research and development levy and contributions from the Australian Government. Hort Innovation is the grower owned, not-for-profit research and development corporation for Australian horticulture.

It is a unique program that provides leaders and aspiring leaders with the skills required to ensure their business remains positioned at the forefront of the continued growth in the sector.

This is a not-to-be missed opportunity for members of the horticulture industry looking to challenge their status quo and expand their potential.

The first intake for this program will commence in 2020.

**Hort  
Innovation**



**The Right Mind**

**PARTICIPANTS WILL REFLECT ON THEIR OWN STRENGTHS, CHALLENGES AND LEADERSHIP ASPIRATIONS IN THE COMPANY OF OTHER INDUSTRY LEADERS.**



## **A PROGRAM CONDUCTED OVER THREE MONTHS:**

**Phase 1:** Three-day Leadership Forum

**Phase 2:** Industry Study Tour  
(at conclusion of Phase 1)

**Phase 3:** Workplace Project

**Phase 4:** Two-Day Leadership Forum

## **ABOUT THE PROGRAM**

The program challenges participants to reflect on what is expected of a modern leader.

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

### **What does it cost you?**

Levies pay for all tuition. You are responsible for your own travel, accommodation and some meals.

## **KEY TOPICS**

### **LEADERSHIP AND CAPTURING HEARTS**

- Defining purpose
- Aligning leadership and purpose
- Defining your leadership style

### **MASTERING THE PEOPLE DIMENSION**

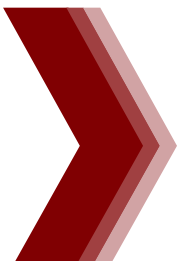
- Exploring behavioural styles
- Understanding what drives followers
- Managing conflict and shaping team culture

### **UNDERSTANDING AND MANAGING ENERGY**

- Removing the epidemic of 'busyness'
- Managing energy not time for maximum performance
- Understanding the power of rituals

### **ACHIEVING SUCCESS**

- Communicating decisions and expectations
- Extending your influencing style
- Having a framework for action





## ALIGNING PHYSICAL WELL-BEING

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

## MASTERING THE INNER WARRIOR

- Strengthening and aligning energy across all four dimensions: body, heart, mind, and spirit
- Understanding what it takes to be mentally strong and humble
- Learning to ask yourself the tough questions

## AMONG THE BENEFITS ARE:

- Structured assistance to achieve personal and business goals
- Fresh ideas from fellow participants, facilitators and presenters
- Increased focus through reducing time spent on urgent and fire-fighting matters
- Enhanced decision-making abilities
- Support and guidance from your fellow participants

## DURING THE PROGRAM, YOU WILL:

**Establish focussed goals** through engagement in a rounded goal-setting and revision process.

**Understand your behavioural drivers** by analysing your personal results using the latest management and emotional behavioural tools.

**Develop 'metrics that matter'** by creating key performance measures that embrace physical, financial and cultural factors.

**Learn to 'give up' the unnecessary** by substituting not adding. Learn the art of quickly shedding tasks that are no longer relevant or do not add value.

**Learn to pace any change program realistically** through a better understanding of how to introduce effective change and organisational benefits that follow.

**Develop and progress using the TRM 'Buddy Concept'**. Enhance your teamwork and trust abilities through this unique approach.

On top of this, learn to assess your own mentoring and coaching skills.

**To register your interest, please click [here](#).**



## FOR MORE INFORMATION

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## 2019 GRADUATE COMMENTS

“Loved the idea of presenting something from the workplace. Although a little nervous it was awesome to present this and get great feedback about how it would have been presented better and be used for future presentations. The Program is definitely challenging and requires you to think and have in-depth conversations with others, particularly about feelings and emotions on certain topics. It's awesome to get to know people from other organisations too.

Liam Phillips, Boomaroo Nurseries, VIC

“This is a fantastic program, I think everyone should do at least something like this. I have learnt so much about myself and how other people learn, react to things and how everyone thinks differently. My management team are also very happy with how much I've taken from it and put it into action, can't thank David and Jill enough”.

Mitchell Palmer, AT Eyles & Sons Citrus Pty Ltd, NSW

## THE TEAM BEHIND THE PROGRAM



**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 they be based upon financial and organisational performance or physical wellbeing and fitness.

He 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 internationally.

He designed the Supply Chain ExecutiveLink™ program, which won the Logistics Association of Australia's Training and Education Award. Another of David's programs, 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 helping families make the right decisions in business.

She began her professional career in business support and in this role managed national benchmarking projects across a wide range of industries.

Today, she is recognised as a national leader in group facilitation. She is able to identify an individual's needs and tailor her training or meeting sessions to suit.

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

Jill is trained to apply the principles of Neuro Linguistic Programming in her professional responsibilities, presenting programs and facilitating meetings across Australia. This training enables her to introduce the subtleties of 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.

In her spare time, Jill enjoys trekking and cycling. She is a multiple Kokoda trekker and Kokoda Challenge participant.