

Proud to present our tailored Leadership Development Program for the Agri Sector

Introduction

Hortgro aims to elevate the importance of skills development in the deciduous fruit industry and is in a process of establishing a Learning and Development division. Research commissioned by us during the investigation phase of this initiative indicated that people management skills (at managerial and supervisory level) are a big need. Furthermore, soft skills (at all levels) are critically important. Not only did respondents say so, but it is also supported by international research on this topic and quite interestingly, as enterprises move more and more into the 4IR, so does the need for soft skills increase. It has also been proven that there is a *direct positive correlation between a farm's business performance (productivity) and effective leadership behaviour*.

In this regard, one of the initiatives we have been involved in over the past three years in collaboration with Mazars HR Advisory and the AgriSeta, is a leadership development programme for Production Managers, an initiative that aligns very well with the needs indicated above.

It consists of the following:

- A two-day leadership developmental assessment centre. It involves PRACTICAL, Agri sector context related individual and group exercises such as a conversation with a direct report, team meetings, workshops, etc., which require delegates to demonstrate leadership behaviour. Thereafter delegates get feedback about key strength and growth areas which are discussed with them and their line manager. The feedback is documented in a personal development plan which provides a roadmap for their personal development and can be used in ongoing performance coaching conversations.
- The two days are followed up with a six-day leadership training programme addressing topics such as planning, delegating, engagement, diversity, communication, etc.

We are aiming to present two leadership programmes (cohorts) with 14 delegates each between May and October 2022 and may be able to subsidise all or part of the programme through the SETA grants.

If you are interested to nominate delegates / yourself, please respond to Anna Odendal (anna.odendal@mazars.co.zo / 082 466 6697).

Feedback from a delegate:

“Ek het gister daar uitgestap met duidelike swakpunte wat ek aan moet skaaf en sal moet aandag gee om my doelwitte te bereik, maar het ook weer beseef waar my sterkpunte lê en waarop ek kan bou. Julle het verseker ‘n groot rol in my loopbaan ontwikkeling vorentoe nou begin speel wat ek elke dag by my sal dra”