

# 8 Steps to Leadership

No8HR - People and Performance in the Agri Sector

## Grow Your On-Farm Leadership

Whether you're running an agribusiness or leading a team on farm, the way you lead directly shapes both the performance and the culture of your business.

This programme is an intensive two-day leadership development course designed specifically for managers in agricultural businesses. Delivered by No8HR, specialists in people and performance in the Agri sector, this course builds real world capability that directly translates on-farm.

## What Your Leaders Will Get:

- A practical, personalised leadership action plan
- Tools to lead teams with greater clarity, confidence and consistency
- Proven models for performance, delegation, communication and team culture
- A deeper understanding of how to lift discretionary effort across their team

## Designed for Impact

This programme is not theory for theory's sake. It's grounded in real-life agricultural leadership and delivered by facilitators with deep sector expertise. Participants build both the mindset and skillset to lead teams more effectively and return to work ready to make immediate impact.

## Course Details

- Format: 2-day, in-person intensive workshop
- Times: 9.00am – 2.30pm each day
- Includes:
  - Full workbook
  - Leadership tools
  - Morning tea & lunch
- Cost
  - \$1,450 + GST per participant
  - \$1,150 + GST three or more

# The Eight Steps to Better Leadership

## Step 1: Engagement & Motivation

Understand what drives behaviour beyond the employment contract. We explore the psychology of discretionary effort, motivational theory and what operational leaders must do to create environments where people choose to go above and beyond.

## Step 2: Communication

Clear, adult-to-adult communication is the foundation of leadership. We explore Transactional Analysis and how tone, state and intent shape the impact of your messages. Leaders learn how to reduce friction, eliminate misunderstandings and increase alignment, particularly in high pressure environments.

## Step 3: Performance Management

Not all performance issues are created equal. Using proven models we help leaders distinguish between 'can't do' and 'won't do' performance and how to respond accordingly. This module equips leaders with the confidence and skill to address underperformance early, constructively and effectively.

## Step 4: Coaching & Delegation

Delegation is more than offloading tasks, it's a leadership discipline that builds capability and frees up time. This step introduces a structured coaching model and ten-step delegation framework, helping leaders develop their people while maintaining accountability and standards.

## Step 5: Workstyles & Personality

Great leaders adapt their approach. Using the E.P.O.D. (Eagle, Peacock, Owl, Dove) model, participants build awareness of their own work style and how others differ. We explore how to engage, motivate and communicate across personality types to avoid friction and build trust.

## Step 6: Performance Management

What separates a group from a high-performing team? This module explores the essential elements of team cohesion, shared purpose, role clarity, accountability and trust. Leaders learn how to navigate the forming - storming - norming - performing model and foster team maturity on farm.

## Step 7: Time Management & Efficiency

Leaders often get trapped in the urgent at the expense of the important. We challenge participants to rethink how they manage their time, focusing on increasing productivity through effective planning, systemisation and prioritisation. Time management is reframed as self-leadership.

## Step 8: Pulling it Together

Knowledge without action is wasted. The final step draws all learning together into a structured and practical leadership plan. Leaders create tailored actions for their teams identifying who to coach, what to delegate and how to lead more intentionally from the front.