




People Performance Focus Group

October 2025



 07 870 4901

 info@no8hr.com

 www.no8hr.com

© No8HR 2025. Except as provided by the Copyright Act 1994, no part of this publication may be reproduced or stored in a retrieval system in any form or by any means without the prior written permission of the copyright owner. The concepts promoted within this programme also remain the property of No8HR. www.no8hr.com

About No8HR

Established in 2008, No8HR works with a large range of organisations to improve productivity, performance and profit by providing professional support, training and coaching, for people at a strategic, managerial and operational level.

No8HR is recognised as one of New Zealand’s leading primary sector training and development and HR businesses with business excellence awards and endorsements from agri-business specialists. No8HR has won the Waipa Regional Supreme Business Award, is the key sponsor of the DBOY (Dairy Business of the Year) awards and enjoys strong relationships with key industry bodies in the agri-business sector including Dairy NZ, Beef and Lamb NZ, Dairy Women’s Network, NZIPIM and Agri-Women’s Business Development Trust.

But what’s really important is that we care deeply about the people, communities and businesses that make up NZ’s primary sector. Our Company Values speak to our passion for working with our client partners and the way we approach our work:

Your Facilitators

Bec's Dondertman

Becs brings a valuable mix of facilitation expertise and real life leadership experience in the agri sector. As part of the No8HR team, she works across leadership development and training programmes, combining her strong people skills with a practical understanding of farming businesses.

She also plays a key leadership role in her and her husband’s large-scale dairy contract milking operation, so she knows first hand the realities of leading teams, managing complexity, and balancing priorities in a busy rural environment.

Becs brings a grounded, approachable style and a focus on creating space for genuine learning and reflection. She’s passionate about supporting others to build capability and confidence



becs@no8hr.com
021 869 393

Nick Coster

Nick is the General Manager of No8HR and brings a unique blend of real-world farming experience and deep expertise in people leadership and business strategy. Having grown up on a working farm and still actively involved in the land today, Nick understands the realities of agricultural life

Through his work with No8HR, Nick partners with a wide range of agribusinesses—from hands-on family farms to large corporate operations—helping them lift performance through better people practices. He’s passionate about practical, real-world leadership and brings a grounded, no-nonsense approach to training and development. Expect a workshop that’s full of useful tools, good stories, and the odd laugh along the way.



nick@no8hr.com
029 222 0019

Focus Group Outline

Thank you for joining us in this People Focus Group pilot where Beef & Lamb New Zealand (B+LNZ) have partnered with No8HR.

These interactive focus groups are designed to help you develop effective team leadership strategies and integrate practical performance tools into your day-to-day operations.

During the focus group workshops it is our intention that you:

- Increase your confidence in leading, motivating, and managing your farm team effectively.
- Enhance capability to implement tools for tracking team performance and individual development.
- Acquire strategies for setting clear expectations and supporting performance including feedback, training and coaching for performance.
- Learn how to identify and apply key performance indicators for people management and team productivity.
- Develop skills to foster a positive team culture and improve overall farm team dynamics and productivity

As this is our first workshop, we'll be examining your objectives in detail so we can further tailor the focus group for you.

Outline Topics for Farmer Focus

Workshop One - Motivation and Engagement

You will know each other, understand the focus group process, will have learned about employee engagement and motivation principles and will have set themselves some first action steps on their leadership journey

Workshop Two - Work Styles and Communication

You will understand and practice communication techniques that will help them get better people performance, and they will know more about themselves and others through exploration of the DISC behavioural styles framework

Workshop Three - Building a Team

You will have practical tools and actions that help them to build a better team, and give them the leadership strategies they need to address every part of the team life cycle.

Workshop Four - Employment Law and Performance Management

You will understand the essentials of employment law, will know how to work through a performance management.

Workshop Five- Managing Performance through delgation, coaching and performance plans

You will know the key principles and processes required for maximising performance through delegation, coaching and performance planning.

Module Six - Next steps in productivity gains - Planning and Lean

You will have identified key areas for productivity savings (based on LEAN principles) in their business and will have an action plan to address these

Workshop Seven - Learnings, feedback, consolidation and review

You will have shared key learnings, outcomes and metrics from their focus group journey. They will have next steps identified on their leadership journey and will have identified who is going to help them.

Introduction & Objectives

What are the challenges we have as farming leaders ?



Our Group Rules



FarmSalus Questionnaire

What is Wellbeing

- ▶ A person's wellbeing is their ability to **“be and stay well”**
- ▶ Wellbeing is influenced by many different aspects of your life
- ▶ Wellbeing includes your physical and mental health but it extends further to also include aspects like social connection, your financial situation, feelings of happiness and how much control you feel you have over outcomes in your life



What is Resilience?

- ▶ We often hear about resilience, but what does that actually mean? In the context of farming, resilience can be thought of as **how a farm and/or farmer will cope with and recover from an unexpected event or change**
- ▶ Why talk about farm resilience? Dealing with change has always been (and always will be) a part of farming
- ▶ Building resilience is a way of future proofing the farm system so when the unexpected happens, there is capacity to adapt



Benchmarking

Key Industry Benchmarks

- Gross Farm Income / FTE
- Total Stock Units / FTE
- Labour Cost / Gross Farm Income
- Employee Engagement or Retention Score
- Fully compliant with NZFAP+
-

What people metrics are relevant to me that I am going to measure?

NZFAP Plus – Audit Checklist

Section 2: People

2.1. Employment Relations

☐

Employment Agreements

☐

Staff timesheets

☐

Annual Performance Review (permanent full-time employees)

2.2. Health and Safety

☐

Farm-specific Health & Safety hazard and risk register

☐

List of Health & Safety roles and responsibilities

☐

Documentation of when PPE is required to be used

☐

Register and location of emergency equipment

☐

Emergency contacts on display

☐

Health & Safety training records for each staff member

☐

Pay records / evidence that costs related to PPE required for the job is not being deducted from staff wages

☐

Health and Safety Accident/ incident log or register

☐

Certified handlers certificate (if applicable)

2.3. Personal Development

☐

Personal development plans for all employees

☐

Annual personal development review for all employees


2.4. Wellbeing

☐

Documented list of wellbeing resources and support available

New Zealand Farm Assured

nzfap.com





INSIGHTS SHEEP & BEEF FARM SURVEY

GISBORNE / HAWKES BAY / WAIRARAPA
2025-26 NEW SEASON FORECAST & QUINTILE ANALYSIS
OF FINAL 2023-24 SURVEY DATA | P25005

East Coast	Gross Farm Revenue / Full Time Equivalent	Total Stock Units / Full Time Equivalent
Hard Hill Country	\$190,437	2,067
Hill Country	\$183,195	1,789
Finishing	\$186,242	1,354



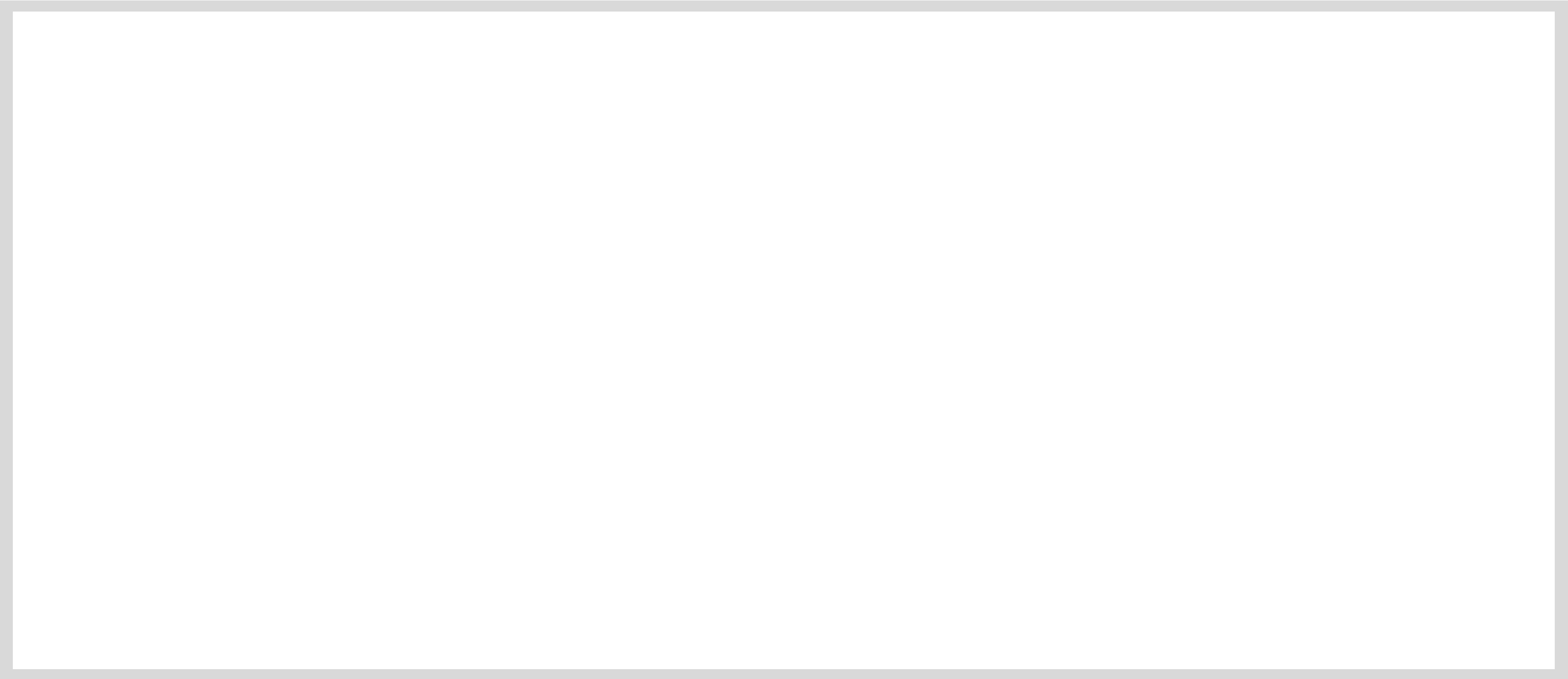
INSIGHTS SHEEP & BEEF FARM SURVEY

OTAGO / SOUTHLAND
2025-26 NEW SEASON FORECAST & QUINTILE ANALYSIS
OF FINAL 2023-24 SURVEY DATA | P25005

Southland	Gross Farm Revenue / Full Time Equivalent	Total Stock Units / Full Time Equivalent
High Country	261,413	2,365
Hill Country	209,790	2,042
Finishing / Breeding	211,067	1,765
Finishing	149,400	1,024

Hertzberg’s Two Factory Theory on Motivation

On the other hand, hygiene factors are the baseline conditions of work—things like pay, policies, working conditions, job security, and relationships with managers or colleagues. If these are missing or handled poorly, dissatisfaction quickly rises, but simply improving them won’t create long-term motivation. The lesson for leaders is clear: get the basics right to remove frustration, then build real motivation by designing roles and workplaces that provide purpose, challenge, and growth



Hertzberg’s Two Factory Theory on Motivation

Herzberg’s Two-Factor Theory of Motivation explains that the things which make people feel satisfied at work are different from those that cause dissatisfaction. He called the first group motivators factors tied to the nature of the work itself, such as **achievement, recognition, opportunities for growth, advancement and responsibility**. When present, these elements lift people’s engagement and drive, encouraging them to perform at a higher level.



Know Your Team

1. What makes work great for you?

2. What have been some of the high points in your working life? and why?

3. What have been some of the low points in your working life?

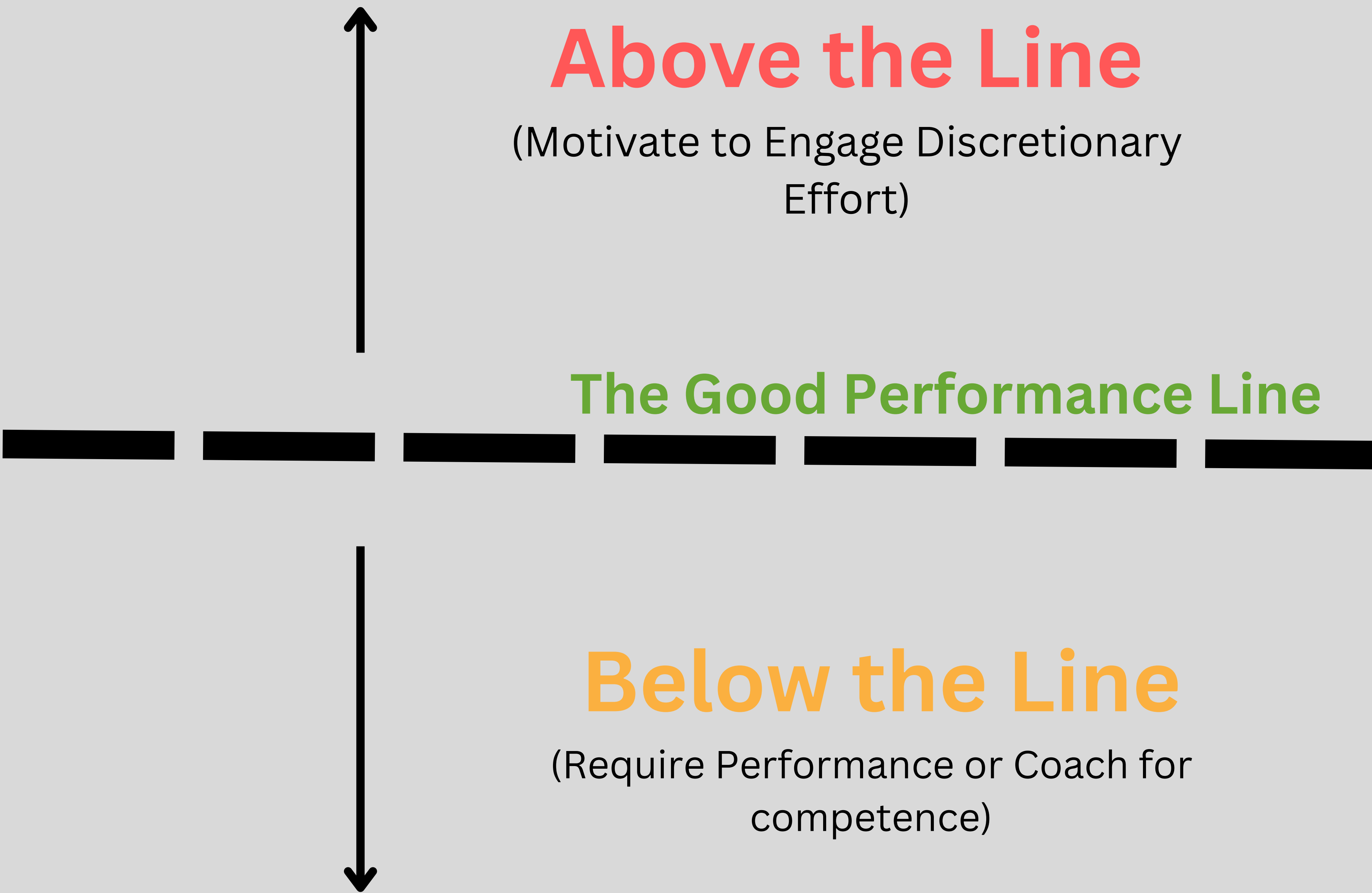
4. What do you like about your work now?

5. What don't you like about your work now?

6. What would you like to be doing in the next 12 months?

7. What would you like to be doing in the next five years?

Engagement and Motivation Cont'd.....

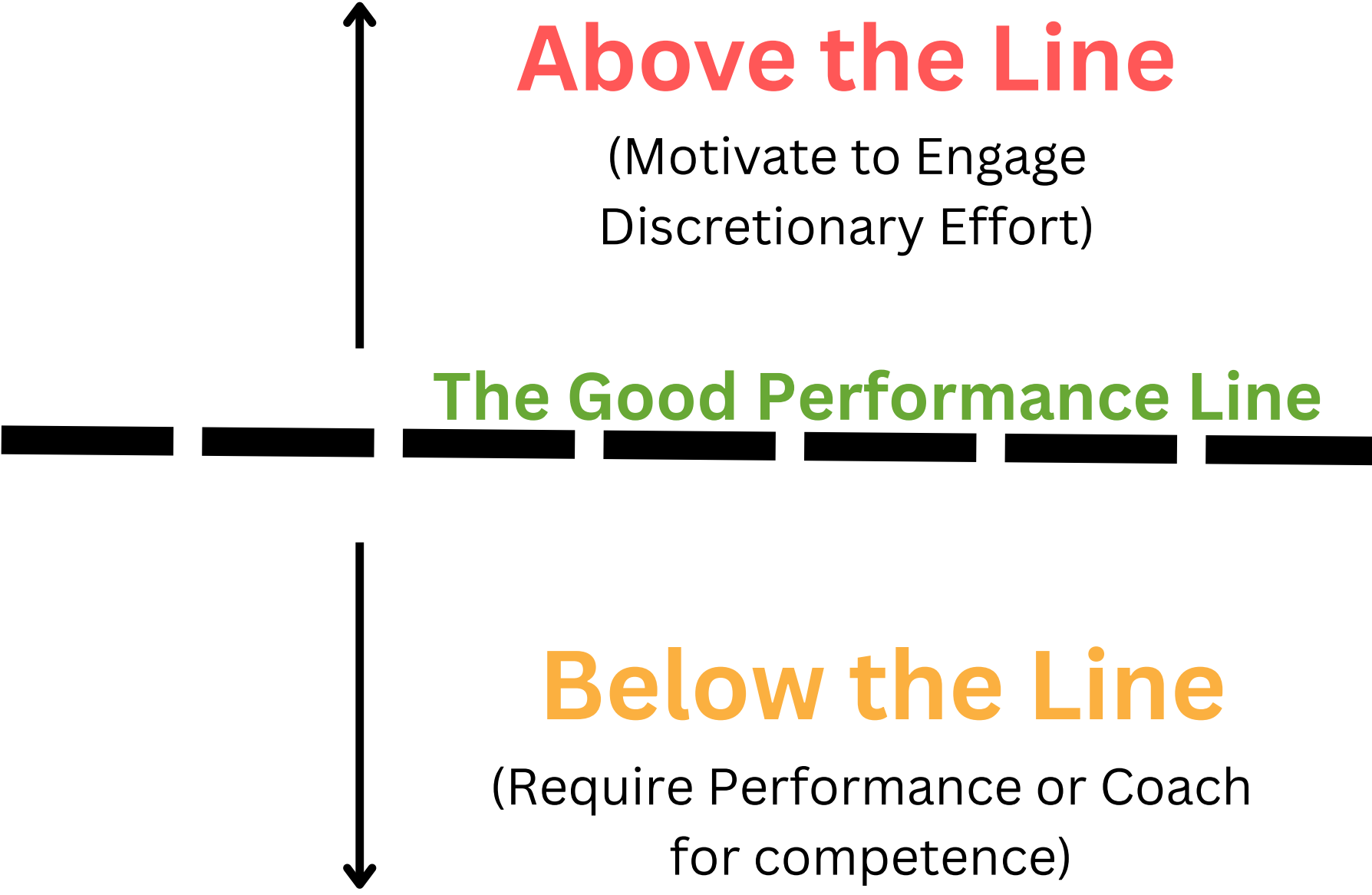


Workshop Summary

- ▶ **Engagement & Motivation** is a focus on employee's whose behaviour is above the good performance line
- ▶ **Discretionary effort** is the level of effort people can give if they want to, but is beyond what is required. Because discretionary effort is more than what is expected, or even paid for, there can be no punishment if it is not applied.

It is our job as managers and leaders to ensure that we know and understand the people who work for us in order to enthuse them to use their discretionary effort.

We have to generate a situation to which people will respond and engage their discretionary effort because they want to. You cannot require the application of discretionary effort





No8HR

A stylized graphic element consisting of a horizontal line with a knot or bow-like shape in the center, positioned below the text 'No8HR'.

P: 07 870 4901

E: info@no8hr.com

www.no8hr.com