



SOME GREAT TAKE-AWAYS FROM THE AGRI HR SUMMIT

Day 1: Understanding the Disruptive Economy:

- You and your story matters!
- Your role as value-unlocker and mentor matters! So, what are your value-add or YIELD in HR?
- How do you help staff to find their personal purpose and apply that at work?
- How do we move employees beyond opportunism?
- The 4th Industrial Revolution is where we will re-imagine the way we work!!
- Today's young people are not just younger versions of us! Think about them differently!
- HR must find ways to make the world of work ready for Millennials- it is not ready yet! How do you plan on doing this?
- Develop a sense of appreciation – be amazed at their ambition!
- Use the Tech Savvy abilities of Millennials.
- Get online NOW- future of communication is digital!
- Invest time in mentoring and reverse mentoring in your organisation.
- Explore better ways of working, how about bringing gamification into promotions?
- Establish a culture of experimentation and don't fear failure!
- Treat your staff not as Human Resources, but as Humans.
- What are you going to attempt that might fail, but that can put your company in a whole new space?
- Ensure that growth in remuneration during the 4th IR is inclusive.
- Beware the GIG-economy is coming!
- Higher transparency is expected to Executive Salaries.
- Training and Development of all staff on farms is a driver for success in the future.
- Variable, performance-based pay is the way of the future.
- Tailor-made individualized pay structures will be a driver to retain talent in critical skills areas.
- Make sure your workplace expresses your values, culture and your brand.
- Create a warm and welcoming environment for both employees and customers.
- When trying new things you have to be prepared to try and fail – you won't get everything right the first time.
- Act now! Waiting any longer to prepare for the 4th IR will be too late.
- We must prepare and protect PEOPLE, not jobs!

Day 2: Preparing for the The Disruptive Economy:

- Help your organization envisage its position in the World of Work, then plan to align the workplace climate that will be conducive to executing the strategy.
- Know that the real climate is not created from the HR office, it is crafted during the daily activities of managers.
- We need to align leadership behaviour to drive and support the new climate. We do this by
 - (i) Clearly translating the preferred traits we need in leaders into behavioural descriptors;
 - (ii) then implement modern methods to learn and unlearn habits;
 - (iii) And align individual and organizational purpose through mentoring and reverse mentoring experiences. How do we create space for employees to pursue their own purpose under the company budget.
- Are we talking the same language? ☺ 1,2,3.... ☺ 1, clap, 3...
- Acknowledge and pro-actively innovate training and development to
- Understand that we are programmed to think in a certain way. Any small change causes pandemonium.
- In the new world of work, you will have to convince skilled talent to come work for you! 82% of executives' belief we don't hire the right talent.
- Employee engagement does not merely correlate with bottom line results – it **drives** results (New Century Financial Corporation)
- Leaders who can transition to becoming a great coach can transform employee engagement and, potentially, bottom-line results.
- We will attract and retain talent when you create the right employee experience- because experience stick:
 - Culture – how do we feel at work
 - Tech- do we give people tools and resources to get their job done
 - Physical space – where do they work
- What do we do to grow talent?
 - Personal Mastery – empower to create and explore
 - Mental Model- re-engineer how we do things
 - Team Learning – how about nugget size learning sharing
 - Shared vision- common mental model of the firm to evaluate opportunities
 - Systems Thinking – know that action at one point impacts at another
- When people are financially invested they want to return, but when they are emotionally invested they want to contribute! Simon Sinek

Day 2: Understanding the Sector we will transform

- INTEL about the AGRI Sector:
 - The volumes and production in agriculture in SA has doubled since 1994
 - The growth in agri is driven by the investment in research and intel!
 - Agri has however underspend significantly in R&D and developing intel if compared to other industries as well as other agri parts of the world.
 - Executives in Agri companies' confidence and investment in agriculture has dropped significantly in the last quarter. The current depression is not

related to draught as was the case in all previous down curves. This time the slump in confidence relates to policy matters. Investments has flattened off.

- Innovation, research and intelligence will drive the sustainability of the sector going forward.
- Views on LandReform is vastly different amongst the different key role players and stakeholders. The difference in viewpoints will prevent constitutional review- purely as enough vote will not be available. This will eliminate large proportion of uncertainty in the sector that will impact on the investors confidence.

The impact of Land Reform – recommendations from the Presidents Advisory Committee:

- Land audit to be done
- Root out corruption
- Establish an innovative funding mechanism to fund the redistribution
- Create a land register to house donations
- Identify and release state land
- Conduct a land audit
- Subdivide land already acquired by the state
- Providing tenure grants for certain occupiers
- Reallocate water rights
- Finalise outstanding restitution claims
- Split the budget between reforming the commercial farming sector vis a vis land reform for social considerations.

Peritum Agri Institute thank you for your presence at the National AGRI HR Summit 2019. We bid you safe travels home and urge you to book out calendar for 19 and 20 August 2020 when we do this again.