



SOME GREAT TAKE-AWAYS FROM THE AGRI INSTITUTE

- 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!

See you tomorrow!