

# Capacity Building

## Building capacity to successfully lead and manage:

- People
- Processes
- Plans
- Performance

Developing the leadership capacity of people at the community, region and industry level



Rural Directions has a track record in delivery of practical, relevant leadership programs within the agribusiness industry and regionally. Our delivery focuses on building individual self awareness and competency in personal effectiveness, management and leadership. This allows participants to effectively take on leadership roles with their business, communities or industries.

We strive to develop our clients confidence in both management and leadership. In regional communities and small business, often leaders need to take both a leadership role and a management role. We provide a balanced approach to developing capacity through demonstration and practice of practical tools and systems that enable participants to implement practice change.

## Why work with Rural Directions?

We have experience working with community groups, regional businesses and industry organisations through our consulting services and extension programs. We have a practical approach to our delivery. Our practical approach helps you to apply the theory, through new skills and knowledge for growing your business and team.

We are South Australia's largest independent agribusiness consulting company, servicing clients locally and nationally. We are located at Clare and Freeling in South Australia, and at Dubbo, New South Wales.

We welcome, and are excited by engagement in new programs in other locations, industries, or community organisations. We strive to contribute to the development of resilience in our regions.

## Tailored programs

Our programs are tailored to each group and cover topics including:

- Self awareness through use of Myers Briggs Type Indicator® (MBTI®). We have two certified practitioners at Rural Directions who deliver a range of programs incorporating the MBTI® personality typing theory and tools. MBTI® is a personality typing tool for individuals, leaders, managers and teams who are looking for an approach to assist in understanding themselves and improving interactions with others. It is a practical tool to increase awareness of how people prefer to take in information and communicate.
- Team effectiveness – communication, stress management, problem solving, decision making and conflict management
- Strategic planning and business planning
- Culture - developing and maintaining a culture which results in positive team interactions and business and organisation outputs
- Succession planning/transition planning (not just for family farming businesses, but regional businesses, and community organisations)
- Risk management
- Governance for effective, and consistent management, including policy development to aid decision making
- Organisation structures, identification of clear roles and responsibilities and job/position description development
- Recruitment, selection, induction and retention of employees
- Financial management and benchmarking
- Investment readiness
- Developing and implementing an advisory board for business growth
- Running effective meetings
- Time management and work-life balance
- Entrepreneurship, innovation and opportunity identification

As part of our delivery, we have an emphasis on implementation and practice change. Coaching is a key component of our delivery, to support in adoption.

## Previous programs

Two programs we have been delivering on an ongoing basis for the wool and grains industry include Breeding Leadership and Resilient Grain Leaders respectively which are outlined further below. Our role in the delivery of these programs has been content development, delivery and project coordination and participant engagement. These programs demonstrate our track record in delivery of capacity building programs that are tailored for the target group.

- **Breeding Leadership**, an initiative of, and funded by Australian Wool Innovation (AWI) has been delivered by Rural Directions since 2006. Breeding Leadership is a national leadership program designed for young woolgrowers and people working directly in the wool industry. This five day program engages 20-25 participants each intake, and involves a balance of workshop sessions, specialist guest speakers, a bus tour and local industry visits. Delivered every two years, this program has reached over 100 young leaders.
- **Resilient Grain Leaders**, an initiative of, and funded by the Grains Research and Development Corporation. This national capacity building program has engaged 60 participants across two years of delivery. Participants included grain growers and other grains industry professionals who consider themselves mid career, and looking to take the next step in the leadership of their business or within their industry. The program has involved face to face workshop delivery, including two 2 day workshops and coaching support throughout the program.

For more information, contact us on 08 8841 4500 or visit [www.ruraldirections.com](http://www.ruraldirections.com)

