

Transforming Regions Development Program

A program designed to assist farming and regional businesses achieve long-term profitability and sustainability.

Facilitated by Dennis Hoiberg, Lessons Learnt Consulting

About the program

The Transforming Regions Development Program is designed to assist participants acquire practical skills that can be applied to both personal and business life.

The program commenced in early 2020, with two face-to-face sessions held before the program was paused in response to the COVID-19 situation.

Riverine Plains Inc is pleased to advise that the program will resume in an online format from August 14, 2020. New participants are welcome and attendance at previous sessions is not necessary.

The upcoming sessions include;

- Shaping your future (Friday August 14: 10am-2pm)
- Managing finances (Friday August 21: 10am-2pm)
- Managing relationships (Friday August 28: 10am-2pm)
- Managing change (Friday September 4: 10am-2pm)
- Operational planning & management
(Friday September 11: 10am-2pm)

How do I take part?

Each of the remaining sessions will be delivered as a stand-alone online event, so participants can attend the session(s) which best suit their needs. The order allows participants to attend consecutive sessions and build on their understanding to maximise the benefits of the program.

There is no cost to attend the Transforming Regions Development Program and multiple people from the same business can participate.

Participants must register to attend each session (login details will be provided on registration) by clicking on the blue interactive registration buttons (above).

For further information, please contact Lessons Learnt Consulting

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This project is funded by the Australian Government's Drought Communities Program, in conjunction with Federation Council.

Transforming Regions Development Program

The (resumed) program will be delivered in a five-part online format.

Shaping your future

Friday 14 August, 2020, 10am-2pm

Vision without action is waste of time, action without vision is filling in time, but with vision and action you change change the world.

What is the most appropriate strategic planning framework for rural and regional businesses? This module will use a recommended and tested planning model to identify the aspirations of the business and the linkages required to achieve them.

Participants will investigate all aspects of business operations to ensure the business moves from people running a business to a thriving business being run by people - individuals, families, and co-operatives. This requires a change of mindset and thinking process.

Participants will begin developing their strategic and tactical plans, with templates provided to assist participants begin the process of transforming their businesses. Participants will see how stronger questioning and a curious approach to their why, what and how can help drive better business choices.

Managing finances

Friday 21 August, 2020, 10am-2pm

The devil is in the detail - understanding and using the numbers

Participants will be provided with another way of looking at the numbers and detail. This module will build the business and financial literacy of the participants, with the aim of achieving clearer aspirations for participants by asking more informed questions of their advisors and providers.

Participants will "deep dive" into their businesses using a provided template to help adopt strategies that may better serve them and their businesses. In this module, participants will also be encouraged to share their findings and to identify strategies to achieve their aspirations.

Managing relationships

Friday 28 August, 2020, 10am-2pm

Relationships: At the end of the day, it's all about relationships

Effective relationships are the fuel that keep small business alive. What are the strategies that keeps these relationships alive and thriving? It is more than just communication - it's about shared values, goals and having a clear understanding of accountabilities and expectations.

Managing relationships is about understanding the key relationships and applying these strategies on a needs basis. It's also about managing the difficult times, negotiating and collaborating to achieve a shared outcome.

Participants will complete an "Opinion Leaders Analysis" for external stakeholders and develop strategies for various stakeholders. Strategies to manage internal relationships will also be developed by participants, including a needs analysis, managing conflict, change and difficult situations.

Transforming Regions Development Program

Managing change

Friday 4 September, 2020, 10am-2pm

Change: No real change happens unless there is resistance – it's about harnessing that energy to bounce forward.

How do you change behaviour of people? What are those triggers of change that people will either use as a motivator or a blockage to progress? How do you ensure all people are on the "same page" while allowing for individual difference?

Participants will develop their own change management matrix. Strategies to overcome resistance behaviours and attitudes will be developed and implemented.

Operational planning and management

Friday 11 September, 2020, 10am-2pm

When it's all said and done, there needs to be more done than said

This session will build on the decisions that have been made during the previous modules, providing strategies to both measure and sustain change within the business. There will be a focus on operational planning processes and management mechanisms to ensure the business is effectively managed and continuously works toward its agreed objectives.

Accountability, from internal and external sources, is powerful in keeping people focusing on doing what they say they are going to do.

An operational plan covering all elements of the agreed business plan will be implemented, evaluated and measured, ensuring strategies and behaviours are consistent with the aspirations of the business. Management mechanisms and reporting lines will be included to ensure the vision is turned into reality.

About the presenter

Dennis Hoiberg is an organisational consultant with more than 30 years experience working with individuals, teams and businesses to achieve personal satisfaction, excellence and high performance. His main area of consulting expertise and interest is assisting people thrive through change, applying his lessons and experience in a practical and pragmatic style.



Dennis' unique insight into human psychology provides his clients with highly effective strategies and tools to bounce forward and thrive through change at a personal, team, organisational and community level.

Registration:

To register for individual sessions, please use the registration links on the first page of this flyer or visit www.riverineplains.org.au

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