



PRODUCTIVITY & PROFITABILITY

series

Farm Labour – How to attract and keep good staff

Presenter: Mick Hay



Housekeeping

- Webinar is being recorded
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Tonight's Speaker – Mick Hay



What are the critical things happening in the employment market and how can individuals address some of these?

What are some of the key skills in the current workforce? How have these changed?

What makes an employer stand out to employees? Think brand, reputation, social impact?

How important is remuneration? What are non-financial incentives? How do I communicate these to employees?

How do I build good relationships and trust with employees?

What systems and processes do 'good' employers use to retain employees?

What are the benefits of attracting and retaining good staff for employers?

How can we improve our culture and attractiveness to be an employer of choice?

So, What Is Workplace Culture?

"Culture is the character and personality of your organisation. It's what makes your organisation unique and is the sum of its values, traditions, beliefs, interactions, behaviours and attitudes."



Source: www.yourerc.com/blog/post/Workplace-Culture-What-it-Is-Why-it-Matters-How-to-Define-It.aspx

Why Is Workplace Culture Important?

Because:

- It attracts talent
- It drives engagement
- It impacts happiness and satisfaction
- It affects performance



Source: www.yourerc.com/blog/post/Workplace-Culture-What-it-Is-Why-it-Matters-How-to-Define-It.aspx

What Affects Culture In The Workplace?

In short, everything:

- Leadership
- Management
- Workplace practices
- Policies and philosophies
- People
- Mission, vision and values
- Work environment
- Communications



Source: www.yourerc.com/blog/post/Workplace-Culture-What-it-Is-Why-it-Matters-How-to-Define-It.aspx

“Many people leave jobs not because there is a compelling reason to leave but because there is no compelling reason to stay.”



Source: www.mcrindle.com.au

Something to think about

Remember that the reasons why people will choose to work with someone really haven't changed over 20 plus years:

- Want to work for “good” people
- Want to do interesting work
- Want to develop new skills
- Want to be remunerated fairly
- Want to be treated fairly



Questions?

- Slido.com
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Thank you for attending, we welcome your feedback

