



Australian Fresh Fruit Company

Australia's leading fruit network

AFFCO Young Members Retreat

5 - 7 May 2010

at Chateau Yering, Yarra Valley, Victoria

- 2010 PROGRAM -

Take up the challenge to develop your leadership and business management skills in a unique environment with likeminded industry colleagues

excite - engage - enjoy - evolve

This program is supported by funding from



Australian Government

**Department of Agriculture,
Fisheries and Forestry**





***“A leader is one who knows the way,
goes the way, and shows the way.”***

John C. Maxwell

Overview

The AFFCO Young Member Retreat has been created to provide overall leadership and business skills to AFFCO members in the horticultural industry.

The program includes:

- ⇒ Leadership skills
- ⇒ Strategic thinking
- ⇒ Team building
- ⇒ Succession planning
- ⇒ Business management
- ⇒ Employment law

Over two and half days participants will be involved in lectures, in depth case studies, workshops and group discussion with highly qualified and respected guest presenters. The retreat is fully residential including all meals and accommodation and participants are required to stay onsite for the duration of the program. Limited places will be available to provide an open trusting learning platform with participants involved being from different companies and segments of the industry.

Learning Outcomes:

As a result of the program, each participant can expect to gain:

- ⇒ an appreciation of the demands of leadership within the current economic environment
- ⇒ awareness of the primary leadership styles
- ⇒ understanding of their own strengths and development needs, and how these interact
- ⇒ communication strategies
- ⇒ decision making skills
- ⇒ increased awareness of workplace safety in your business
- ⇒ awareness of safety legislation and the consequences of non compliance

Participants can expect to understand:

- ⇒ how leadership styles can be influenced by different business and personal contexts
- ⇒ strategy development and implementation
- ⇒ how to analyse their own business so they can make more confident business decisions
- ⇒ confidence to implement knowledge into the business
- ⇒ the range of issues which need to be considered for successful succession planning
- ⇒ the implications of the new Horticultural Award and employment law how it effects your business

Participants can expect to experience:

- ⇒ a retreat - a reflection on events and experiences of our personal and work lives
- ⇒ networking opportunities with likeminded national industry colleagues

Who should attend the AFFCO Young Member Retreat:

Present and next generation AFFCO Members or Affiliates aged between 18 to 35 years of age (approx) who want to be given the opportunity and have the passion to make a difference in the horticultural industry and lead by example. Don't miss out on this unique opportunity to mix with the best in the industry nationwide.

Applications from non AFFCO members will be considered.



Program Speakers



David Ch'ng

David Ch'ng has extensive experience in the diverse areas of industrial and business administration, marketing and market research (in Australia, South East Asia and the Netherlands). Positions held include Project Director, General Manager and Director, Management Consultant and Counsellor.

David is one of Australia's leading experts on the Overseas Chinese entrepreneurs in Asia, and consults to organisations such as The Asialink Centre, The Research Institute for Asia and the Pacific (RIAP), Managing Differences Pty. Ltd., and the Committee for Economic Development of Australia (CEDA) for international briefings and executive development programs.

He is Associate Professor at the Melbourne Business School, Melbourne University, Adjunct Professor at the Australian School of Entrepreneurship, Swinburne University, Associate at the Mount Eliza Centre for Executive Education, and a visiting lecturer at the Australian Institute of Management.

He is a resource speaker for The Executive Connection and was awarded Best New Speaker 1996, 100% Club Award 1997, Resource Speaker Excellence Award 1998, 100% Club 2002, and Speaker of the Year 2002.

He has used his original research work to promote a better understanding in Australia of the importance of the Overseas Chinese, particularly in ASEAN countries, Hong Kong and Taiwan. His latest book "The Overseas Chinese Entrepreneurs of East Asia" has made a major impact in the business circle in Australia and has been translated into the Indonesian language.



Nigel McGuckian

Nigel McGuckian has spent the last 20 years working closely with rural people on business management, farming systems, training and decision making.

Nigel has co-authored a number of publications for farmers on rural adjustment, business planning and farm succession planning. He regularly facilitates groups of farmers and industry representatives. He has a keen interest in rural leadership and developing a positive future for rural communities.

He has run training programs throughout Australia in leadership, business management, group skills and succession planning. He works hard to involve people in their learning so they can learn to put what they have learnt into practice. Nigel was awarded the Leadership Victoria, community Leadership Award in 2003.

He is always innovative in his approach and provides leadership. He has recently moved from being a partner in RMCG to an employee. This succession planning process within RMCG has provided practical experience in business decision making.



Martin Roche

Martin Roche has a wide spread background in leadership development, having worked in general management in some of Australia's leading businesses, notably within Fosters and Visy. This operational experience is underpinned by a sound academic and research foundation, highlighted by a number of years consulting as a psychologist to many leaders and businesses in the Australian marketplace.

For the past 15 years Martin has been heavily involved in leadership programs, supporting leaders in understanding their particular strengths and development needs. A hallmark of Martin's approach is the use of practical interventions to support the development of today's leaders.



Richard Thompson

Richard has 20 years experience in Employment Law and Workplace Relations including his roles as Senior Industrial Relations Advisor with an employer association, Industrial Relations Barrister, Partner (Workplace Relations) and most recently Principal of Archer Thompson Lawyers - a specialist workplace relations law firm.

In addition to his law degree, Richard has post graduate qualifications in Labour Relations Law and Legal Practice. He is a member of the Industrial Relations Society of Victoria and the Law Institute of Victoria.

Richard has specific industry experience in manufacturing, transport (road, rail and shipping), ports, local government, energy supply (oil & gas), labour hire, real estate, recruitment, retail and financial services.



Gary Rowe

Gary is the founder and CEO of Safety Action and has over 20 years experience in managing safety and risk management programs. Gary's key specialties include; safety culture and leadership, safety systems, risk assessments and independent audits.

Gary has presented at numerous conferences both locally and overseas including Safety in Action Conference Melbourne 2006 to 2008, facilitated Contractor Management workshops in Melbourne and Sydney 2007, the Law Institute in February 2006 and Qaulcon conferences in Melbourne in 2003 and 2007. International conference presentations on safety management have been delivered in Beijing in 1988 and Stockholm in 1989. Numerous overseas projects have been conducted in recent years including risk management reviews in China, Malaysia, Thailand, Sri Lanka, United States and Europe.

Program Details and Schedule

	Wednesday	Thursday	Friday
Morning	<p>Leadership</p> <p>Martin Roche</p> <p>Leaders today are challenged to deal with a range of people, complex commercial and production issues, and the raft of time pressures and demands.</p> <p>One of the foundations for success as a leader is to know your own strengths, weaknesses and styles. Achieving an awareness of your own capabilities and development needs will assist in identifying the best way to respond to leadership demands.</p> <p>This session is designed to assist you in understanding your own leadership style and how this is likely to impact the way you influence your key stakeholders by your interactions, communication and encouragement.</p>	<p>Succession planning</p> <p>Nigel McGuckian</p> <p>Succession planning is often left too late as people find it difficult to discuss and people don't know where to start. A number of principles will be discussed which can be used to start the process and ensure successful whole family decision making.</p>	<p>Employment Law</p> <p>Richard Thompson</p> <p>The Fair Work Act 2009 and the Horticulture Award 2010</p> <p>Richard will bring a specific horticultural focus to the Fair Work Act 2009 and will be on hand to answer questions relating to the new Horticulture Award from a 'fruit' perspective.</p> <p>Managing Health & Safety in Horticulture</p> <p>Gary Rowe</p> <p>Increase your awareness of workplace safety in the horticultural industry and the consequences for non compliance.</p>
Afternoon	<p>Strategy and Innovation</p> <p>David Ch'ng</p> <p>The overall model of innovation comprises three components: (a) Personal creativity (b) Group creativity, and (c) Corporate creativity. These models will be explored and participants will discuss issues and problems of innovation at their workplace. David will use theories of innovation to explain these issues.</p> <p>Relationship Building as the Key Success Factor in Asia</p> <p>David will also draw on his experience to discuss relationship building with Asia and how this can assist with exporting to Asia for the horticultural industry.</p>	<p>Business Management</p> <p>Nigel McGuckian</p> <p>Business decisions can be confusing because they involve complexity. This session will present a number of approaches and tools to assist in making complex decisions.</p> <p>To make confident decisions, it is important to develop a sound understanding of your business and know how to use this information to make decisions. Participants will learn an approach to business analysis which provides a simple framework which can be easily applied to their own business. Participants will have access to a simple spreadsheet model for business analysis.</p>	<p>Goal setting for the future</p> <p>Set your goals for the future based on the information gained over the two day retreat.</p>
Evening	<p>Team building</p> <p>Nigel McGuckian</p> <p>Team building is important for anyone working with others in their business. A number of exercises will be conducted to learn some principles for working more successfully with other people. Participants will come away with a number of handy tools to use when working with others on boards or with others in their business.</p>	<p>Networking forum</p> <p>An opportunity for participants to network with some of Australia's leading horticultural players in an informal and social gathering.</p>	

Program correct at time of printing. AFFCO reserves the right to change the program without prior notice.

General Information

Program Dates

5—7 May 2010

Venue

The program will be held at Chateau Yering, 42 Melba Highway, Yering, Yarra Valley, Victoria

Venue details

Chateau Yering Historic House Hotel provides the perfect venue for the AFFCO Young Members Retreat which is located in the heart of one of Victoria's growing regions - the Yarra Valley, just 50 minutes drive from Melbourne CBD and 60 minutes drive from Melbourne Airport.

Through its membership network, AFFCO has been able to secure a highly competitive rate for the use of this exclusive five star Hotel to ensure that participants receive optimum value from the program.

For more information visit www.chateauyering.com.au or contact the hotel directly on 1800 237 333.

Accommodation

The program is fully residential and accommodation and meals are provided on site.

Requirements

The ideal age for applicants for this program is between 18 to 30 years however consideration will apply to applicants over 30 years

Participants accepted for attendance:

1. should be free from official company duties while participating in this program
2. do not require any formal educational qualifications to attend the program
3. are expected to attend the AFFCO AGM at the conclusion of the program

Participation

Participation in the program is limited. Participants should be able to demonstrate passion and commitment to developing their leadership and business skills as well as a willingness to attend and participate actively in the retreat.

Certificate

A certificate of participation will be presented to all participants completing the program.

Registration Fee

The registration fee is \$1,500.00 (plus GST). This fee includes all workshops, accommodation, meals and supplies. No refunds are possible for any part of the program not taken. Transportation/transfers, additional accommodation, telephone, alcoholic beverages and personal expenses such as laundry, room service and extra drinks are not included.

Additional Accommodation

Coordination of additional night/s accommodation can be arranged for participants if required at the nearby Yarra Glen Hotel from \$140.00 per night. Refer to www.yarravalleygrand.com.au for more information.

Transport/Transfers

Transfers from Melbourne Airport to the Yarra Valley return will be coordinated for all interstate participants if required. Additionally, AFFCO will make every endeavour to coordinate transport for participants travelling from the same region in order to reduce travel costs.

Registration and Payment

Your completed registration form should be faxed to AFFCO. Acknowledgement of application and a tax invoice will be issued when this is received. Payment can be made by cheque, electronic transfer or credit card. Confirmation of registration will be forwarded upon receipt of payment.

Cancellation

Any cancellation after the set date (21 April 2010) will incur a charge of 50% of the program fee. However, a company may send a replacement if cancellation of the intended participant is necessary, subject to approval by AFFCO

Further Information

If you require further information regarding this program or the registration process please contact:
Sally Piper at AFFCO on 03 5420 7444 / 0406 398 152
or sallyp@affco.com.au



AFFCO Young Members Retreat 2010

APPLICATION FORM

Participant details:

Surname:
First name:
Company:
Position:
Date of birth:
Address:
Business telephone:
Mobile:
Email address:

Nominee details: I support this application

Name of nominee:
Relationship to applicant:
Telephone:
Signature:
Date:

Education experience: (or attach resume)

Employment experience:

Reasons to attend the AFFCO Retreat:

Please provide a brief outline of your reasons for nominating for retreat, what you hope to get out of attendance and your goals for the future

Procedure:

Applicants should be able to demonstrate passion and commitment to developing their leadership and business skills as well as a willingness to attend and participate actively in the retreat.

The closing date for applications is 21 April 2010.

Signature:
Date:

Registration Procedure:

1. Please post, fax or email the completed application form to AFFCO
2. AFFCO will acknowledge your application and send a tax invoice. Payment options are by cheque, electronic transfer (details provided on invoice) or credit card.
3. Further logistical details relating to the retreat will be sent to you upon receipt of payment and confirmation of participation.

Registration Fee

The registration fee is \$1,500.00 (plus GST). This fee includes all workshops, accommodation, meals and supplies.

Please return this Application Form to:

Post: AFFCO, PO Box 363, Gisborne, Vic, 3437

Facsimile: 03 5420 7447

Email: sallyp@affco.com.au

This program is supported by funding from



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Department of Agriculture,
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