

'Attitude change: Challenges and Ideas'

"The Ag sector think they are different from other industries"

The nature of work is different. Working alone a lot. Working outdoors. Working with animals etc.

They are not that different but often have a 'lone-wolf' approach.

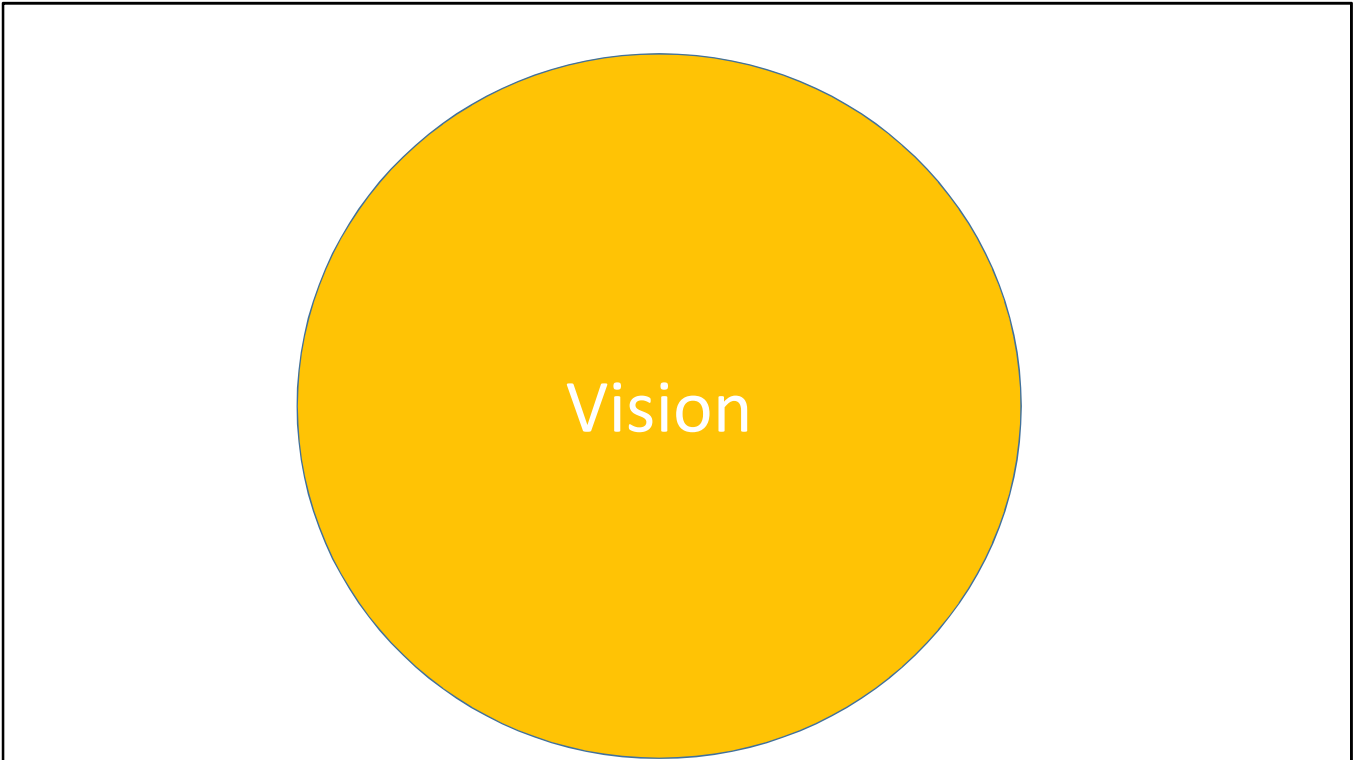
Who has met or worked with people/businesses that:

- just don't care?
 - Respond only if they get a Worksafe visit or something goes wrong?
 - have a system, do very little and think it will magically protect them?
 - care, say and do the right thing but with no system or evidence?
 - genuinely care and give it their best shot: use a system, involve staff and reviews what they do?
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- just don't care?
"People should take care of themselves"
 - respond only if they get a Worksafe visit or something goes wrong?
"We'll cross that bridge if/when we need to"
 - have a system and think it will magically protect them?
"I will only do what I really need to do"
 - care, say and do the right thing but with no system or evidence?
"this was the majority of the Ag sector but that is changing"
 - genuinely care and give it their best shot: use a system, involve staff and reviews what they do?
'not perfect but always willing to improve'

**People don't object to change!
They just don't like to be changed!**

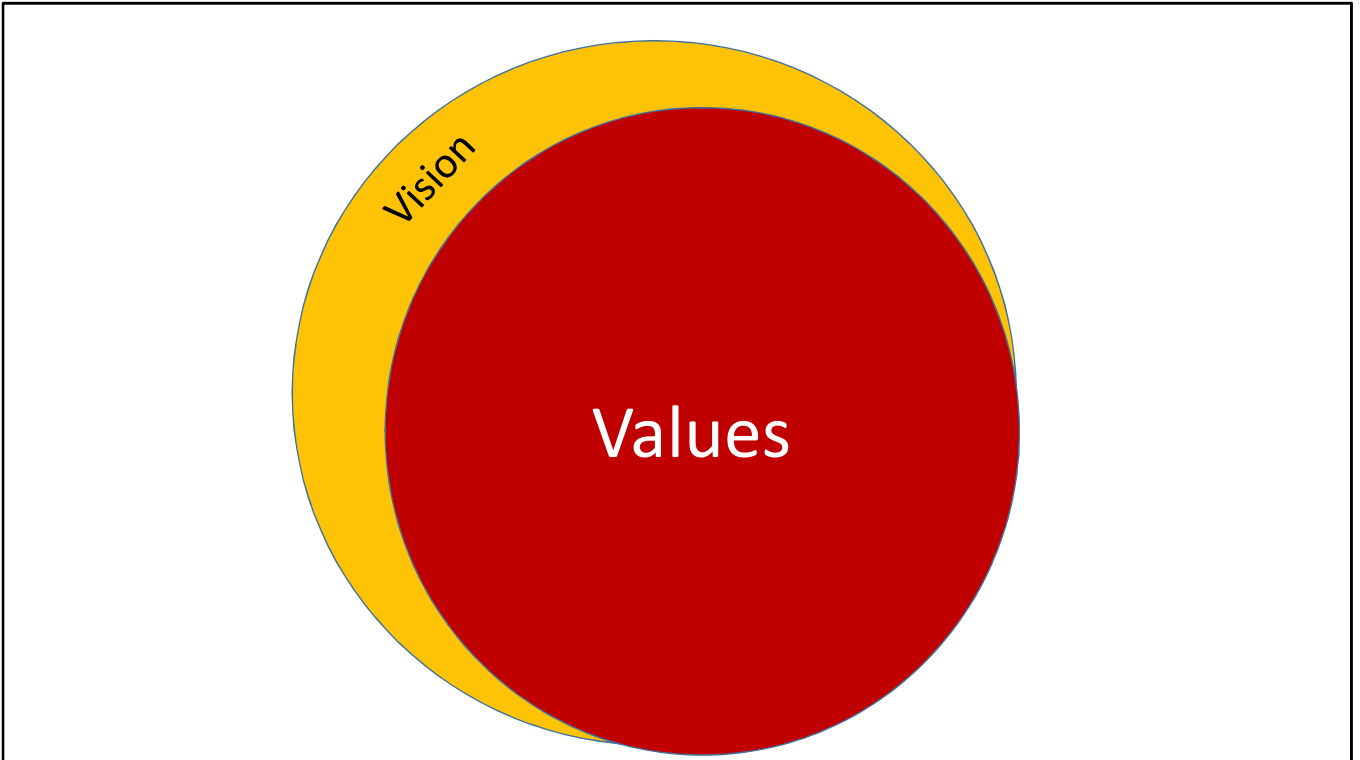
Culture doesn't just improve because we want it to.

**Culture will improve when a business Commits,
Communicates and is willing to Change!**



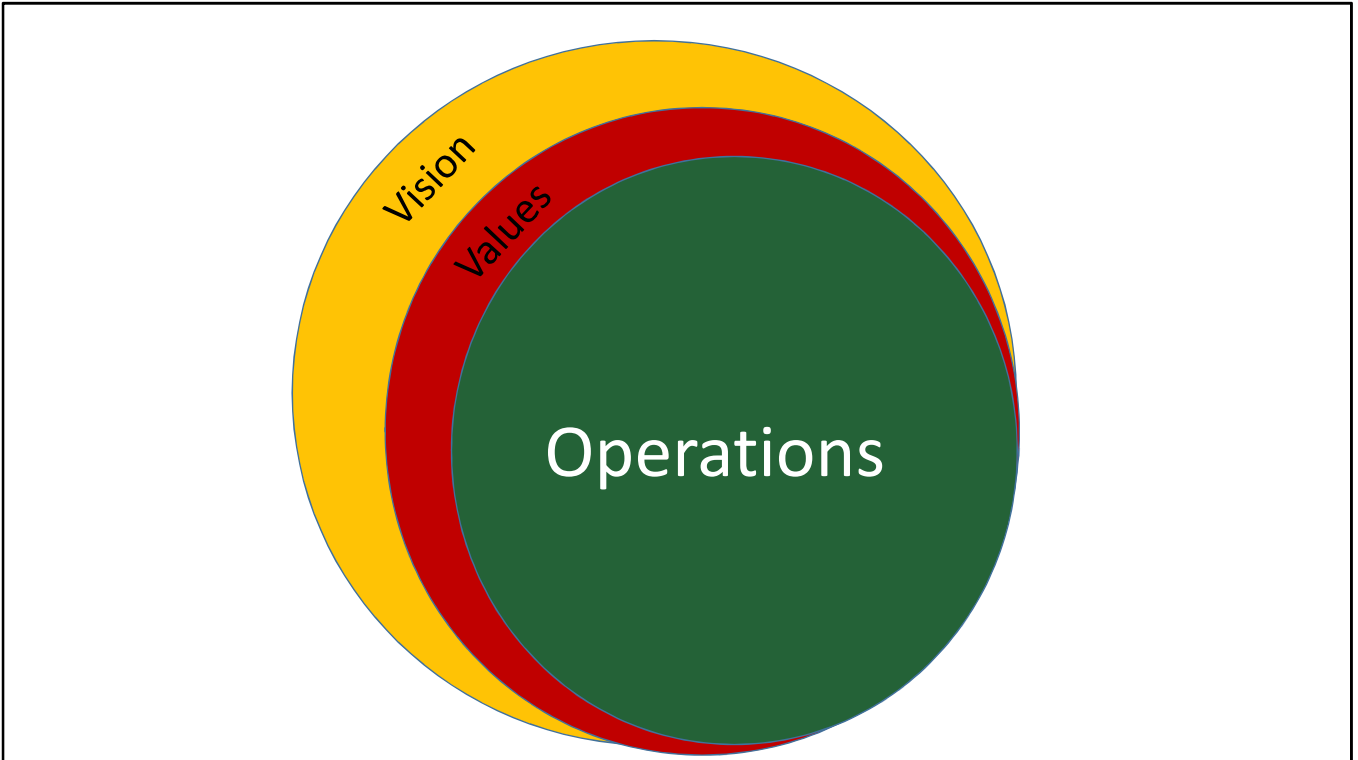
Vision:

- Vision is the foundation of Culture.
- Vision guides and gives purpose.
- Smart Goals: Specific – Measurable – Attainable – Relevant – Tim bound (What are the H&S goals for this business?)



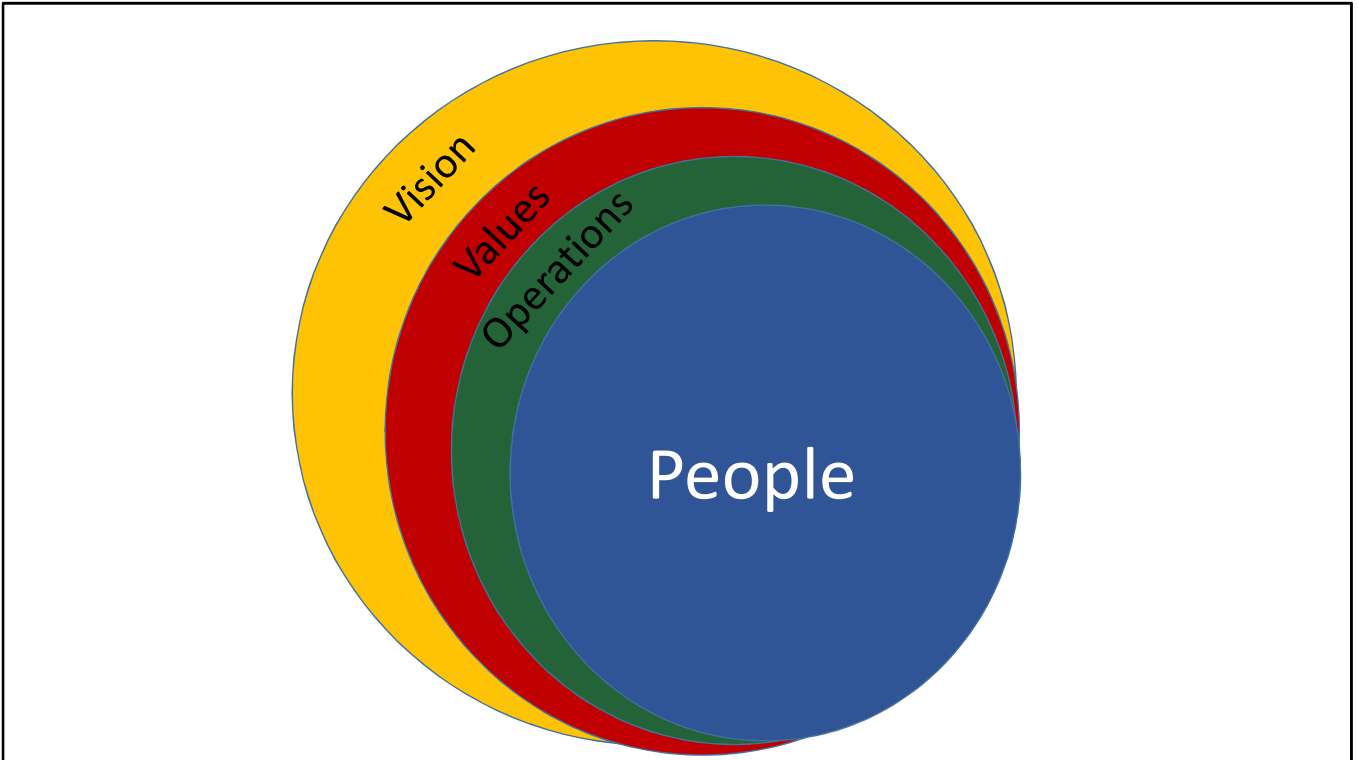
Values:

- Values are the CORE of an organisations culture: e.g.
- Client service
- Care and Respect of colleagues and others



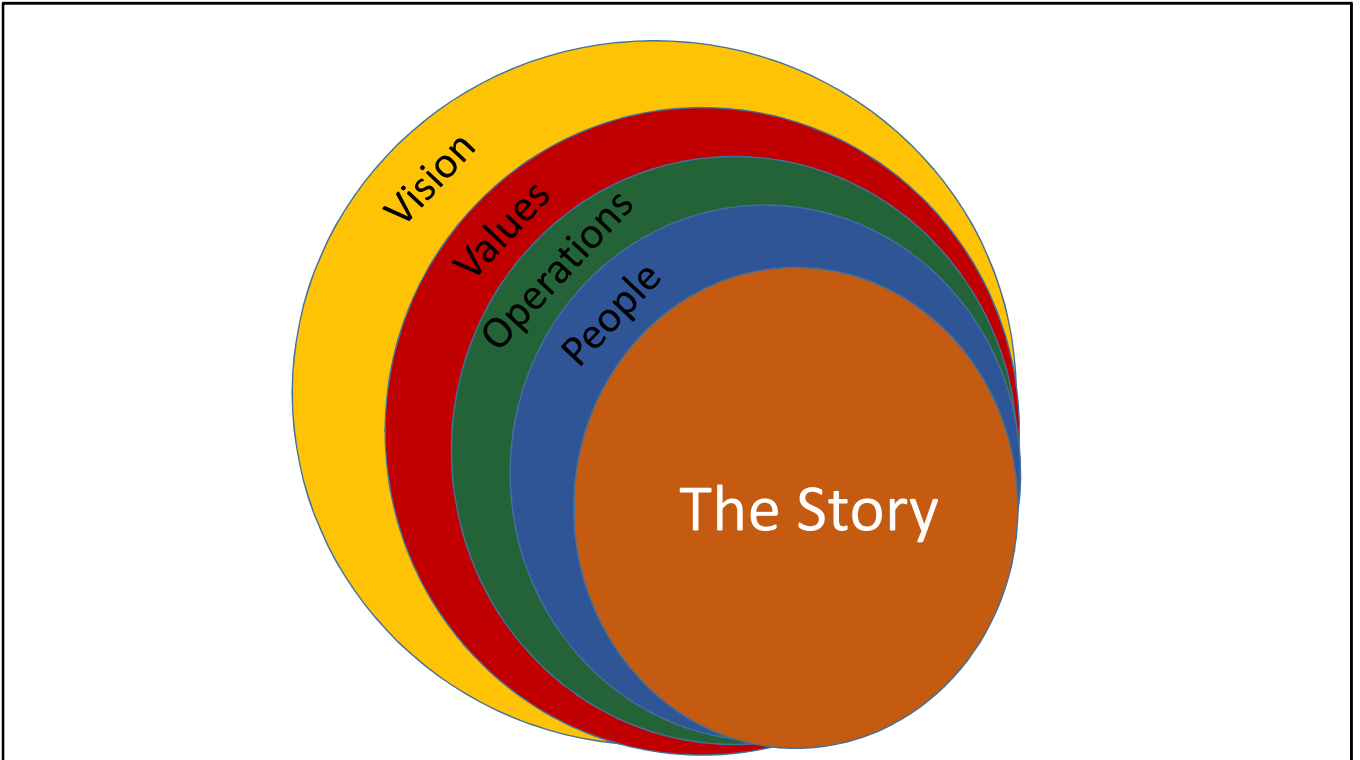
Operations:

- User-friendly effective Business Systems
- Effective Planning involving managers and staff where appropriate
- Standard Practice documented, giving clear Instruction/Guidelines – for efficiency and safety
- Leaders should lead by example



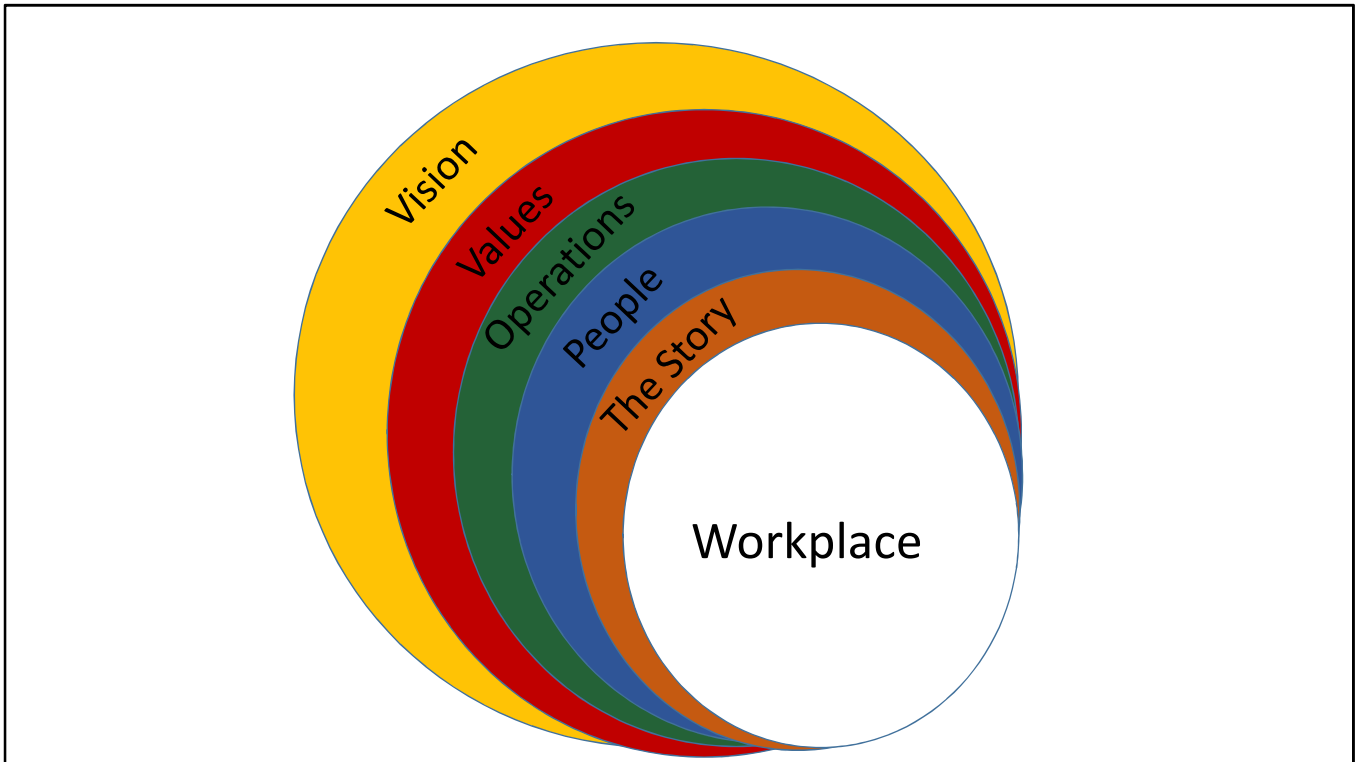
People:

- Aim for Alignment of the Vision - Business and Staff
- Give, and Expect Support and Accountability
- Clearly defined roles with direction and boundaries
- Foster good Communication and 'the TEAM'! (There is no 'I' in team etc)
- Leaders must stand 'in the gap' when necessary
- Competency (Appropriate skill level)
- Training/education, mentorship, supervision
- Recognition of things done well
- Open door policy
- Pastoral care for staff members (offering help: someone to talk to/give and take on work time requirements etc)
- Reasonable expectations around 'work hours'
- Needs to be a focus on win-win, for individuals and the business



The Story:

- Pride in who we are, what this business does, what it (we) have achieved.
- Celebrate success! (involving everyone) (A rising tide lifts all boats)



Workplace (Inc infrastructure, Equipment etc):

- Good work environment (in context)
- The investment in infrastructure and equipment match the businesses expectations of staff
- Clear expectations of care and maintenance of the working environment

We must start with, and keep

Vision

Centre-front

