

BREEDING LEADERSHIP 2024



If you are passionate about your wool industry and want to develop your skills to make a difference in the future, this course is for you!

WHY SHOULD I ATTEND?

Breeding Leadership is designed for anyone 25 to 35 years old working in agriculture with a focus on the wool industry.

AWI Breeding Leadership is an excellent opportunity to network with over 20 like-minded people from around Australia. You will get the opportunity to learn from skilled deliverers in the areas of leadership and strategic thinking. There will also be opportunity for networking with others from the wool industry, as well as field trips to innovative businesses outside the industry.

Established in 2002 by South Australian Stud Merino Breeders Association, Breeding Leadership became a national program through the Australian Association of Stud Merino Breeders in 2004. Funding for this program is now provided by Australian Wool Innovation (AWI).

PROGRAM OVERVIEW

The five-day program covers a range of topics including understanding yourself (personality typing), strategy (understanding your business and industry), working in teams (accountability, communicating expectations, decision making) and the future (returning to your business and managing change). There is a full day bus tour to allow participants the opportunity to visit local leaders in a range of industries.

At the end of Breeding Leadership, participants will have sound leadership skills that will enable them to become enthusiastic, influential, dynamic and dedicated leaders within the wool industry.

Participants will achieve the following learning outcomes:

1. Develop skills and tools to undertake planning and best practice management tasks within their business and industry groups.
2. Improved knowledge of personality type including core strengths, blind spots and an appreciation of differences that can be embraced to become a successful leader.
3. Develop tools and processes, including communication and problem solving, to become effective leaders within teams of all sizes and purposes.
4. Develop an action plan for one leadership role they will take within their business, work role, community or industry.

SESSION PLAN

The five-day program involves the following sessions:

- Welcome barbeque.
- Understanding yourself – explore the principle that to be the best leader you must understand yourself first.
- Strategy – understanding the big picture in your business and industry.
- Full day bus tour.
- Afternoon field trips to local merino studs.
- Industry networking dinner includes industry guests.
- Working in teams – including accountability, feedback and decision making.
- The future – returning to your business and managing change.

WHAT IS INVOLVED?

The program will be delivered from Monday, 12 February until Friday, 16 February 2024 in Clare, SA, with participants arriving on Sunday, 11 February 2024. Clare Country Club will be the venue for all sessions and participant accommodation.

Breeding Leadership program is funded by AWI. Participants are required to pay a course fee of \$484 (including GST) to attend Breeding Leadership, which contributes to the cost of the program.

All meals and accommodation will be paid for by AWI. Participants will be required to arrange their own travel to Clare (if driving) or Adelaide Airport (if flying). Bus transfers will be arranged for those arriving into Adelaide Airport.

A cancellation policy will apply to the participant fee.

Want to learn more about Breeding Leadership from someone who has participated?

**Watch AWI's Breeding Leadership video.
Listen to AWI's The Yarn Episode 31 podcast.**

HOW DO I APPLY?

ELIGIBILITY

Participants of this program will:

- Be 25 – 35 years of age.
- Be an employee or owner of an agriculture-focused business with a wool enterprise or supporting wool enterprises.
- Submit a response to the application questions below by the due date.
- Be selected via a competitive review process, based on their response to the application questions below.

Please note:

- Applications open Friday, 1 September 2023.
- Applications close Wednesday, 18 October 2023.
- Applications must be submitted via email to Carlyn Sherriff via email csherriff@pinionadvisory.com.

APPLICATION PROCESS

What to include:

1. Provide a current resume (including recent career summary).
2. Provide a response (not exceeding four pages) to the following:
 - a. Description of the agricultural business that you are involved in.
 - b. Number of wool bales produced per year (if relevant).
 - c. Description of your role within the business.
 - d. Description of your role in decision making/influence on decision making in the business.
 - e. Describe your personal vision for your business or career.
 - f. Describe your personal vision for the wool industry.
 - g. Description of your current industry/community involvement.
 - h. What motivated you to apply for Breeding Leadership 2024.
 - i. What do you hope to gain from participating in this program.
 - j. How you intend to bring your learning from the program back into your business/future career.

Participants in Breeding Leadership 2024 will be selected by two means:

1. An open call process in which anyone who meets the eligibility criteria above can submit an application.
2. An endorsed application through your state's Stud Merino Breeder Association (SMBA). Applicants applying through their SMBA are still required to complete a full application and meet the selection criteria to be eligible for consideration. You will prepare your application and then forward it to your SMBA for their review. If endorsed, your SMBA will submit your application on your behalf to indicate their endorsement.

A maximum of two SMBA nominations per state will be considered for eligibility. If your application is not successful in gaining SMBA endorsement, you may still submit your application via the open call process.

All applications will be reviewed by the selection panel, which includes representatives from AWI, industry and a past participant.

CONTACT DETAILS

For more information about the program or application process, please contact:

Carlyn Sherriff
Pinion Advisory
csherriff@pinionadvisory.com
0439 773 688

To speak to a past participant, please contact:

Declan Harvey
0418 826 942
dec.harvey@gmail.com

2022 participant feedback:

- ✓ 99% was the overall value of the workshop.
- ✓ 93% was the boost to new skills and knowledge to improve their business.
- ✓ 94% was satisfaction with course content.
- ✓ "I gained inspiration to create strong profitable farm business for generations to come. And encouragement to be proud working in the wool industry".
- ✓ "I valued meeting great people who are passionate about wool. Meeting industry leaders. Access to templates for governance, policy and business planning".
- ✓ "Fantastic, wish I had applied years ago and had other family members complete it too".
- ✓ "Brilliant content and a great networking experience".
- ✓ "Really well presented particularly in terms of breaking up the bookwork with activities".
- ✓ "A great week, I feel very lucky to be part of a group of outstanding young industry participants. Very optimistic about the Australian wool industry's future".



Australian Wool
Innovation Limited

©2023 Australian Wool Innovation Ltd. All rights reserved.



pinion
ADVISORY

Breeding Leadership
is delivered by
Pinion Advisory