

## **Governance and Succession Training Programme for Rural Professionals**

To meet the growing demands on rural professionals by their clients for governance and succession advice, the New Zealand Institute of Primary Industry Management (NZIPIIM) has worked with leading practitioners to develop a Governance and Succession Training Programme tailored for rural professionals.

It is widely recognised that an increasing number of farm owners are considering various governance structures and/or exit strategies from their farming businesses.

Larger scaled, highly geared multiple farm enterprises require focussed and well directed leadership. External advisors are increasingly called on to take up governance rolls in these challenging environments and this demands wisdom and expertise.

Then there are fast-growing rural family businesses which are challenged by how the farm will pass on to the next generation. A lack of capital, involved business structure's and/or complications in satisfying multiple interests of other family members make succession of the farming enterprise problematic.

More and more rural professionals are being asked to help navigate their clients through what might otherwise become complicated transitional arrangements for the family farm.

### **The Purpose of the Programme**

The purpose of this two day training programme is to upskill and reshape rural professional's awareness and to expand their knowledge base on the core fundamentals around on-farm governance, and improve their understanding and facilitation skills in the growing field of succession planning.

### **Programme Features**

Farming family case studies – meet the real people, focussed session on governance training for professionals, more pathways for succession, making it commercial for the consultant and post workshop support from the facilitators.

### **Key Benefits of the Programme**

By attending this Governance and Succession Training Programme you will:

- Identify what part you want to play in supporting your clients in their deliberation around governance and succession
- Be better able to identify and assess your client's needs for change in implementing governance and/or succession arrangements
- Develop a high level understanding of what successful governance and succession arrangements looks like for New Zealand farms

- Enhance your knowledge of good governance principles and awareness on how to build effective governance structures and capable directors
- Be better able to design and guide the implementation of appropriate governance systems for your client's farming businesses
- Have enhanced your skills in facilitating the change process in governance and succession planning
- Develop confidence and strategies in being able to have 'those' difficult discussions with your clients on succession arrangements
- Be provided the tools and strategies specifically developed for rural professionals in on-farm governance and succession planning

The programme will be supported by background reading material, case studies and follow-up directly by our facilitators with participants.

### **Programme date and costs**

Tuesday 24 and Wednesday 25 of November in Palmerston North ([click here to register](#))

The cost to participants is \$600 (plus GST) each which has been reduced through RMPP's sponsorship of the programme. Participants are required to organise their own travel to the venue and accommodation.

### **Programme Delivery**

This programme will be delivered by leading industry practitioners in the fields of governance and succession planning, including; Peter Allen (Business Torque Systems) Matthew Pickering (Coach Approach Rural) and Chris Lewis (BakerAg).

### **Learning outcomes**

Learning outcomes for the Governance and Succession Training Programme includes:

1. Shifting the mindsets of rural professional
  - Knowing how to identify and address a client's need for change on governance and/or succession arrangements
2. Heighten self-awareness around on-farm governance and succession
  - Participants to self-evaluate current skill set and required future state for development
  - Expanded understanding of the effectiveness of collaborating with specialists in generating better long lasting results for the client.
3. Expanding participant's knowledge and skill base in on-farm governance and succession
  - Broadening participant's high level understanding of governance and succession as it applies in the rural context.
  - Enhanced skills in facilitating the change process in succession planning:
    - How to address the "elephant in the room"?
    - Effective facilitating in highly charged environments
  - Building effective governance structures and directors:
    - The 'why', 'what' and 'how' of governance

- What good (and bad) governance looks like
- Being an effective board member
- Providing participants with a heightened awareness of their skill gaps and identification of areas for further development

#### 4. Follow up and reflection

- After the course, facilitators to contact participants to reflect on key learnings from the programme and future work areas

### **Further information**

If you have any questions to programme, please call Stephen Macaulay on 027 226 3331 or email [stephen@nzipim.co.nz](mailto:stephen@nzipim.co.nz)

You are also welcome to talk to the course facilitators; Peter (027 523 3179), Matthew (027 478 4943) or Chris (0274 460 294).

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