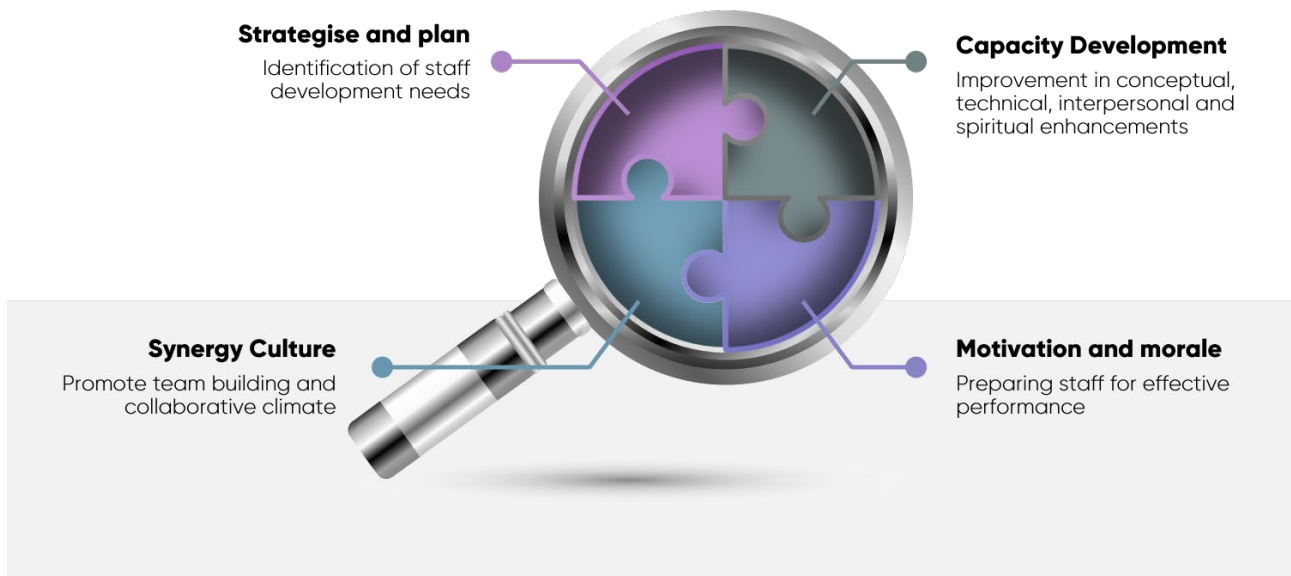


Coaching staff makes good business sense as people with skills, knowledge and initiative will boost your business performance. Farms that perform well have good and skilled people behind them driving these results.

STAFF DEVELOPMENT



What is off-farm coaching?

Coaching can be delivered in two forms:

On-farm: the employer or supervisor acts as the coach and assessor

Off-farm: theory knowledge or a skill is taught outside the farm or online

Off-farm coaching can be practical or theory-based. For most people it means that the coaching is provided by an independent party in person or online.

In practice some "off farm" coaching is actually completed on farm. For example completing online modules on "Farm Safety", "Working with Livestock" or "Milking & Mastitis Management".

The employee will receive the appropriate coaching form depending on internal and external factors.

Off-farm coaching is important for the following reasons:

- It can provide your employees with skills that you may not easily be able to coach on farm, whether that be because you don't feel confident or don't have the required resources, or simply don't have the time.
- It allows staff to learn in a different environment from where they work – the change can be motivational
- It could provide interaction with other peers working in the industry, giving them access to new ideas and networks
- It can provide support for both you and your staff during the learning process and a place to turn for assistance
- Online delivery form provides a consistent form of delivering information to all staff

