

## Hereford Monitor Farm meeting report

Meeting: Staff management  
Speakers: Heather Wildman  
Date: 12 December 2018  
Location: Woolhope Village Hall, Herefordshire

For more information, visit: [cereals.ahdb.org.uk/hereford2017](https://cereals.ahdb.org.uk/hereford2017)

### Monitor Farm: mission and vision



#### MW Farming

##### Mission:

- To enjoy farming in a profitable business in a sustainable way with a positive work life balance
- An integrated business of arable and grassland farming, contracting, and let properties
- To be a happy team of people who enjoy and are engaged in their everyday work

##### Vision:

- Work to be planned, easily managed, reduced stress
- A love and desire to be at work
- To enjoy opportunities of the physical side of farming
- To be chilled, happy and to have a tidy farm

#### Russell Price Farm Services

##### Values:

- Organised, trust worthy, helpful, reliable, solution focused,

##### Mission:

- Russell Price farm services are the one stop shop for all of your agricultural needs in contracting services and agronomy.

##### Vision:

- Providing professional services and agribusiness support for farmers and landowners across the four counties.
- Investing in people offering the environment and opportunities to grow, develop and progress in their careers and own professional development

##### Values:

- Reliable, honest and trust worthy, consistent, problem solving, conscientious, adaptable, professional and hardworking

## The true cost of replacing a member of staff

- Manager earning £30,000 could cost £60,000 to replace
- Time for your existing employee's to cover work in the interim
- Time and money to find a replacement
- Time and money to train replacement
- Loss of knowledge
- Stress & strain on the existing team

## How can you move from being the employer with staff problems to the employer of choice?

### Refine recruitment processes

- KASH (Knowledge, Attitude, Skills, Habits) – Assess your current business needs
- Work out the job description before you advertise the post
- Where to advertise?
- What are the skill gaps on the farm, have you opportunity to upskill existing staff?
- Have you the right package to compliment the calibre of staff you are looking for?
- Check references

### Keep employees motivated by providing the right environment

- Offer flexible benefits and working hours
- Give opportunities not money
- Recognition and praise
- Appropriate and safe clothing
- A dry building to leave wet work wear and change foot wear before jumping in their car to go home
- A kettle and microwave
- Washing and toilet facilities

## Checklist for being a good employer

- Job clarification
- Know your priority areas and goals
- What will improve your management?
- Can systems be better? Have you written protocols? Are your performance measurement and reward systems effective?
- Do you discuss issues with your staff
- Can structure be better? Is authority and responsibility clear?
- Is your leadership style appropriate to the work being done? Could you be more involving, even more inspiring?
- Can team culture be created?

- Is control of effort and quality assertive?
- Do staff know as much as they need to about strategic developments?
- Do senior staff – including yourself – act as good role models and mentors?



## Find out more – Links to AHDB information sheets or research

[AHDB Skills Programme](#)

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