

Advanced Lead-Hand Training Program 2.0



OABA is pleased to announce a new advanced single-day lead-hand training program building on the principles of our introductory program.

This Advanced Lead Hand Training 2.0 program targets those employees who have already attended a previous OABA Lead-Hand Training session. With repetition serving as a key learning principle, Lead-Hand 2.0 will include a review of important concepts from Lead-Hand 1.0 including: culture, communication, motivation and performance management. The balance of the day will be spent on several key topics that have been identified over the past six years... these topics include: Advanced Leadership, Conflict Management, Providing Feedback, Discipline and Diversity. In order to get the full learning experience from OABA's Leadership Program, it is recommended that all participants who attended OABA's Introductory Lead-Hand Training 1.0 will want to register for this exciting new course...

Register today for Advanced Lead-Hand Training 2.0!

**December 4, 2018
Guelph**



***Targeting the Training Needs of
Ontario's Agri Business Sector***

Why does your firm need lead-hand training?

OABA's Advanced Lead-Hand Training Program is a one-day session for lead-hands, forepersons, yard supervisors, and other key operational staff that builds and expands on the practical skills developed in the first session and includes the following:

- Leadership
- Communication—Taking it to the next level
- Using Negotiations as a Tool for Conflict Management

Tuesday, December 4, 2018 - 9:30 a.m. to 3:00 p.m.

Session will take place in Guelph (a confirmation with location and directions will be emailed prior to the program date).

REVIEW OF ADVANCED SESSION - This advanced session will build on the skills of the introductory session. This advanced session will open with a brief refresher on key elements of the introductory session including Motivation, Performance Management, Culture, Teams and Communications. We will also have a group discussion on what participants applied when they went back to work following the introductory session and what worked and what didn't work and why.



LEADERSHIP - What is leadership? Which style is best? What is your style? Also discussed will be self-awareness and its importance to being an effective leader. Attendees will complete a self-assessment.

COMMUNICATION—TAKING IT TO THE NEXT LEVEL - This session will focus on the tools needed for effective communication with employees in everyday interactions and in discipline situations.



USING NEGOTIATIONS AS A TOOL FOR CONFLICT MANAGEMENT - In this session experiential exercises will be used to understand how negotiations can be used to manage conflict with employees.

Who Should Attend OABA's Advanced Lead-Hand Training?

This advanced program builds on the principles learned in the introductory training session and will be of great value to the professional and personal development of lead-hands and forepersons who have previously attended our Introductory Lead-Hand session. These sessions will help increase the level of staff performance for your overall business operations. To ensure that individuals receive maximum value from this new training program, please note that previous participation in OABA's Introductory Lead-Hand Training 1.0 is a prerequisite for OABA's Advanced Lead-Hand Training 2.0.

Due to the interactive nature of the program, it is suggested that individual firms should refrain from registering multiple participants (for the same training session date) if they are directly accountable to each other in the management system. For maximum value to your firm and the individual employee, this "separation" will ensure that each participant can be open and fully engaged in the workshop program, without the influence of their supervisor/manager in attendance (or vice-versa). OABA has plans to offer this program on a regular basis, so you will have ample opportunity to get all your training completed!

It should be noted that multiple registrants in the same firm are permissible, providing they are not directly linked in the 'management chain' for the firm. This means that employees from the same firm, but working at different locations or in different departments can register for the same workshop program. If you have any questions about the program or who should attend, please feel free to give the OABA office a call! All attendees will be issued a "Certificate of Attendance" confirming their participation in the training program.

About the Instructor...



Dr. Sara Mann is an Associate Professor of Organizational Behaviour and Strategic Human Resource Management in the Department of Management at the University of Guelph. Sara completed her Bachelor of Commerce and MBA at McMaster University, and a PhD in Management at the Rotman School of Management, University of Toronto. Prior to going back to school to complete her PhD, Sara worked as a Supply Chain Analyst for Kraft Foods and Stelco. Sara's expertise includes employment issues, performance management, selection, and compensation. Sara's research has been published in the International Review of Industrial/Organizational Psychology, Organizational Dynamics, the Journal of Management Development, the Canadian Journal for the Study of Adult Education, Human Resource Management Review, Human Performance, the Journal of Industrial Relations, the International Journal of Selection and Assessment and the Journal of Leadership and Organizational Studies. She has delivered dozens of Executive Training seminars to organizations. Her current research includes examining employment issues specifically in the Agriculture Sector and Rural areas.

Registration Information

Registration Fee - \$275 per person plus HST (\$35.75) for a total of \$310.75 (includes one full day of instruction, all materials, refreshment breaks and lunch). *Please note that refunds for cancellations to this training program will not be made after 4:00 p.m. on November 23, 2018. No shows will be invoiced. Minimum of 10 participants or program will be cancelled.*



We accept VISA & Mastercard.

REGISTRATION FORM for the OABA ADVANCED LEAD-HAND TRAINING PROGRAM 2.0 Tuesday December 4, 2018

COMPANY NAME: _____

ADDRESS: _____ PHONE: _____

HST Registration #R889706727

Advanced Lead-Hand Training Program <i>Registrant's Name & E-mail</i>	Registration Fee	+ Applicable 13% HST	Total
Name 1: _____ Email: _____	\$275.00	\$35.75	\$310.75 per person
Name 2: _____ Email: _____	\$275.00		
Name 3: _____ Email: _____	\$275.00		
Totals:			

Please make cheque payable to 'Ontario Agri Business Association' and mail to:

104 - 160 Research Lane, Guelph, Ontario N1G 5B2 info@oaba.on.ca Phone: 519-822-3004 Fax: 519-822-8862

NOTE: IF MAILING THIS REGISTRATION WITHIN 2 WEEKS OF THE WORKSHOP DATE PLEASE ALSO SCAN AND EMAIL OR FAX A COPY OF THIS FORM TO ENSURE WE RECEIVE IT IN ADVANCE OF THE WORKSHOP.