

Fertilising the top paddock

- the one on top of your shoulders

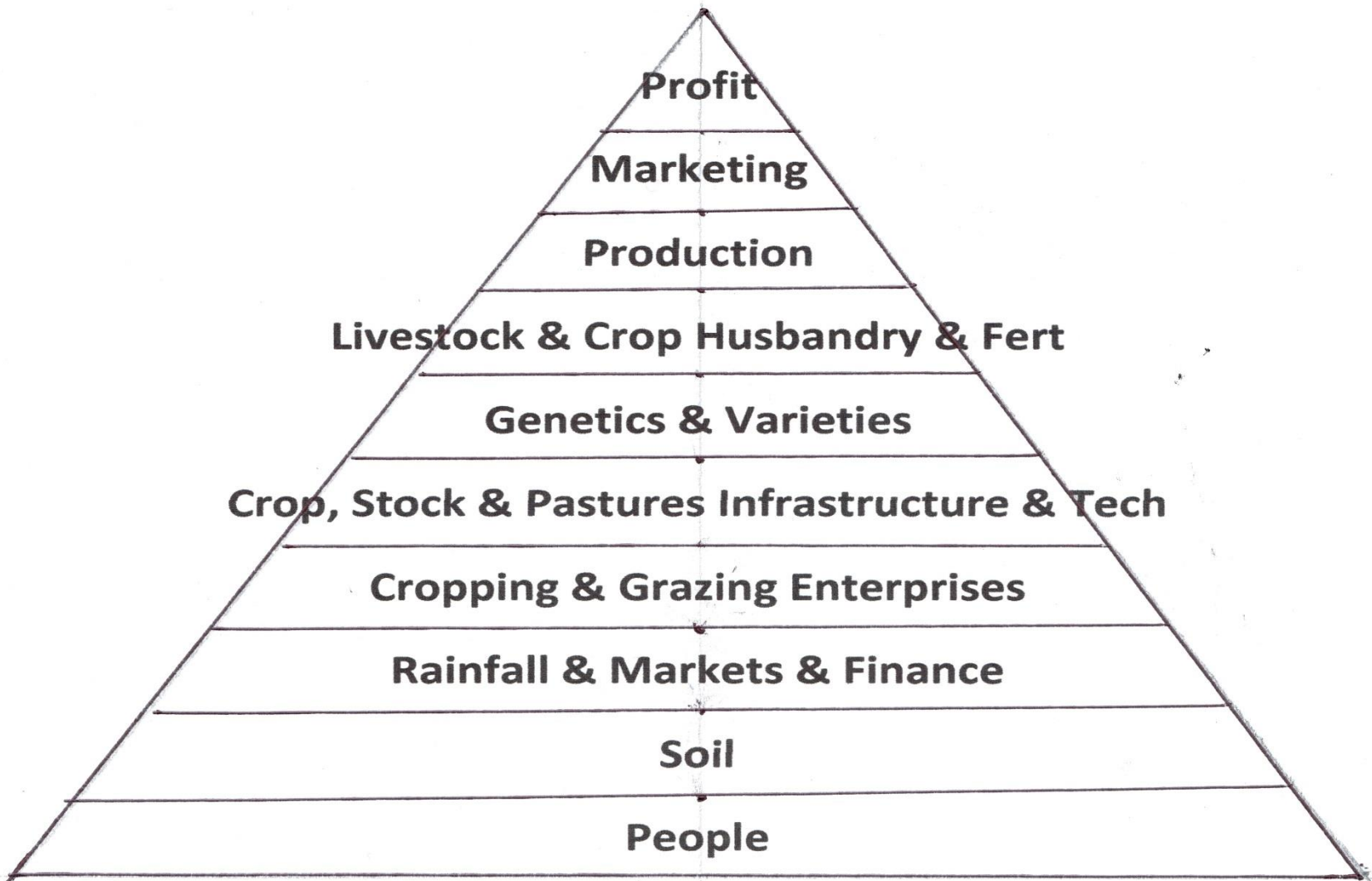
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Importance Triangle



Are you improving in these areas

- **Communication**
- **Problem Solving**
- **Negotiation**
- **Stress Management**
- **Conflict Resolution**
- **Leadership**

- **How many have done a training course in one of these areas in the last twelve months**

- **Should be doing one a year**

85% of your financial success is due to your personality and ability to communicate, negotiate and lead.

Only 15% is due to your technical knowledge

- *Carnegie Institute of Technology US*

Andrew Carnegie established a unique organization dedicated to scientific discovery “to encourage, in the broadest and most liberal manner, investigation, research, and discovery and the application of knowledge to the improvement of mankind...”

- **Modern World**

Globalisation

Competitor products

Climate variability

Government policy

New management challenges

Industry & Leadership incompetence

Environmental demands

Do gooder factor

Unlevel playing fields

- Change brings new challenges, opportunities & pressures
- Ongoing task to improve our resilience

What is resilience?

“Capacity to bounce back and even thrive in pressured times”

Four Pillars of Resilience

- **Purpose**
- **Mental Toughness**
- **Physical endurance**
- **Emotional Balance**

Source: Kathryn McEwen -“Building Resilience at Work”

Basics of a Good Business/Person

- Mindset – Attitude
- Structure - Systems
- Plans – 5 WH, Strategy and Tactics
- Chemistry – How it all gels/relationships
- Culture – Values on display

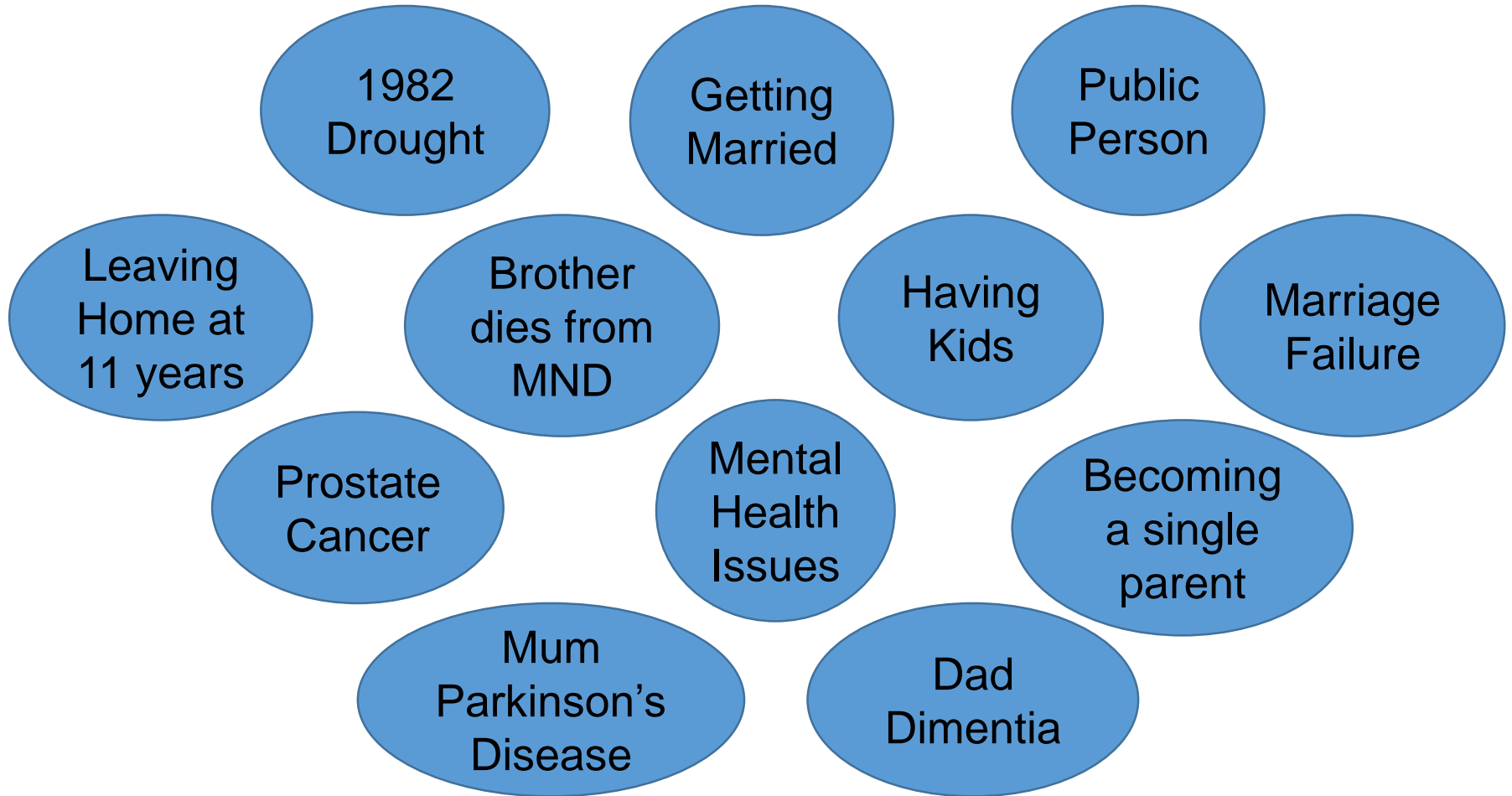
- Then follow through, live it

Have a correct Reference point in your brain?

- **Don't ever go into life believing it will be fair**
- **Expectation and outcome quite often end up being different things**

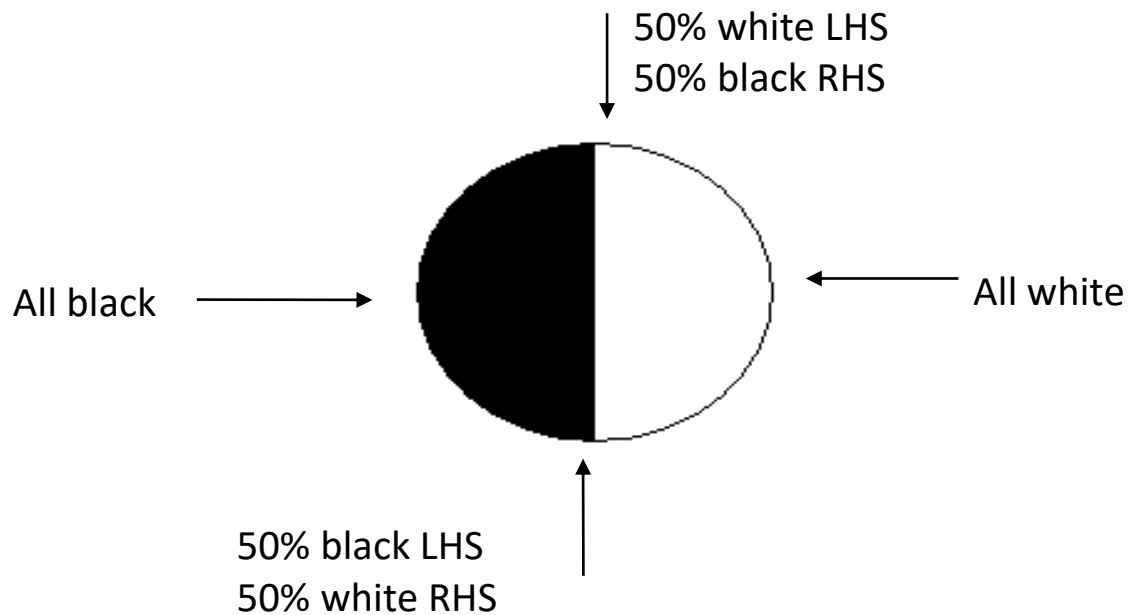
Everyone experiences failure, it is a natural part of life.

- Turn negatives into a positives



Perception

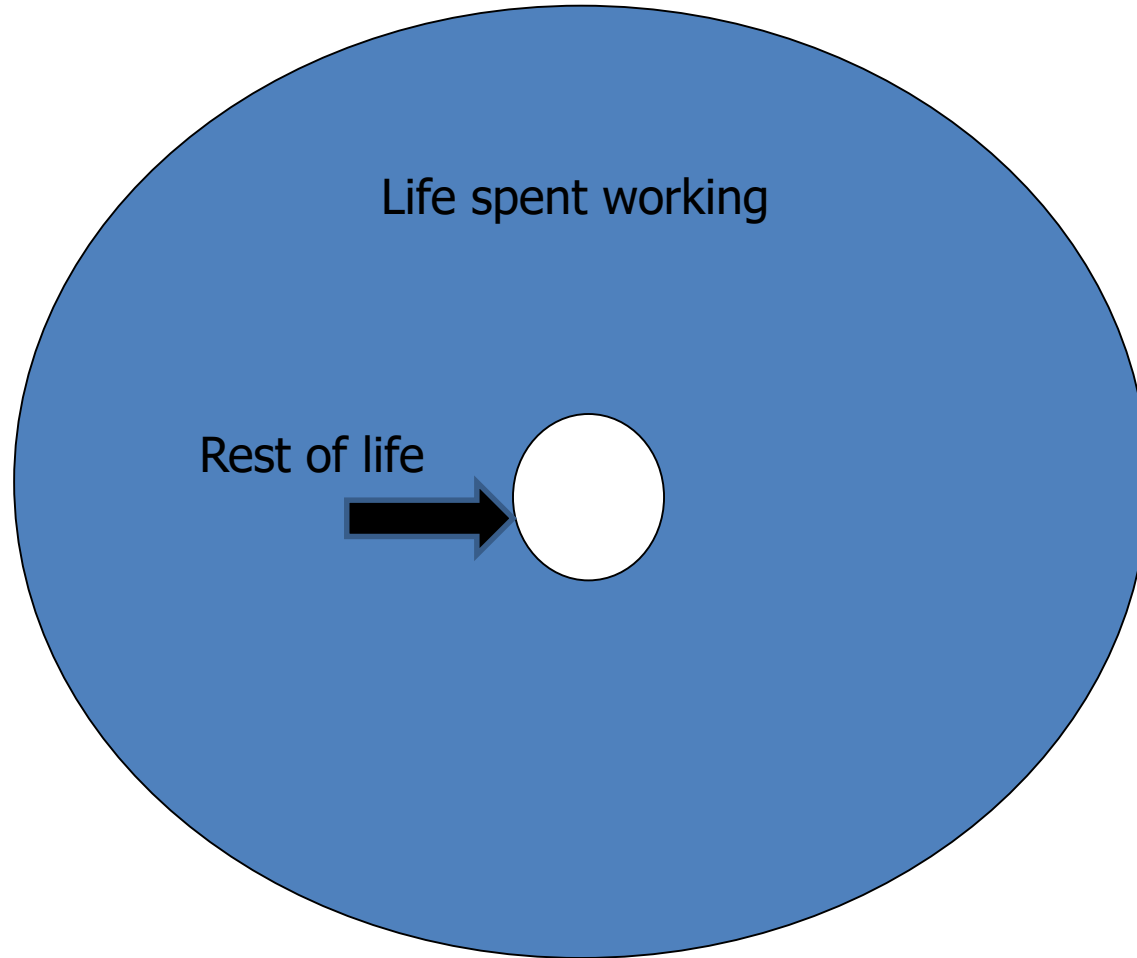
Don't stay in the one position



All positions are viewing the same object/problem and seeing different things

Think strategically, take a helicopter view

Our reliance on our work for our self worth – Facing the hidden addiction



Learn to think/search outside the square

	x	0	0
Solution or opportunity	0	x	x
	x	0	0
x	Solution or Opportunity		

Non Negotiables in life

- Keep choosing your **best possible attitude** - self talk can assist
- Avoid the **victim mentality**
- Acknowledge the **good things** that are happening in your life
- Don't let any one thing **consume/offend you** – first give permission
- If you know you **need help seek it**
- Don't take on **others problems** when you have plenty of your own
- Don't stop doing the very **things that sustain you**

Face the facts as early as you can

- Make sure you are always dealing with reality
- Never base decisions on hope, base them on high probability of positive outcome
- After the event the problems are never as big as they were during the event.
- Damage control is just as important as profit optimisation
- If you worry a lot then you need somebody at your shoulder
- Single people more so – do you have a mentor?

Always be sceptical of your own beliefs

- Continue to be sceptical of your own beliefs – that triggers new learning
- Always try to get in the other persons shoes
- Leave the door open for objective feedback – invite it
- Establish the hard cold facts of all situations
- Your success quite often is only as good as your fall back position
- Make sure the head not the heart is making the decisions

Your priorities should rarely change

- 1. Your physical and mental health - performance
- 2. Your family – love, support & responsibility
- 3. Your Business – self worth, livelihood
- 4. Your personal priorities – relief valves
- 5. Your Friends - fun
- 6. Your community – take focus away from self
- 7. Others

Worry

- Things that never happen 40%
- Things in the past that we can't change 30%
- Needless health worries 15%
- Petty, miscellaneous worries 10%
- Real legitimate worries 5%

Worry is interest paid on trouble before it is due

Harsh but possibly true

**Stress is for those who attract it and
allow it and even want it.**

**It is not the circumstance that is
stressful it is only your mind that
makes it so.**

What about Stress!

- It is not what happens to us it is how we deal with it.
- Stress is an essential part of life – blow torch
- You must work to find strategy to manage your stress
- Learn how to package yes if you cant say no
- You don't have to legitimize everything
- Far to many make thick of the thin stuff in life
- Don't sweat the small stuff – Does it really matter?

Stress –Who wants or Needs it ?

- Stress can be good, bad and ugly – We need stress.
- If stress is impacting badly on your life you need to act now
- Worry is about a lack of information and action
- Learn to manage your stressors – change your approach
- Often the ones you love the most create the most stress
- Make sure you are not the major cause of stress for someone else
- Take the focus away from yourself

Stress Management Techniques

- Share your stress with someone you respect and can help you
- Make sure you are not taking life too seriously
- Stress quite often is relative to your own experiences
- Understand the root cause of your stress and seek strategies to manage
- Don't just treat the symptoms
- Very few are compelled to do what they are currently doing.
- Write things down and make sure your bed is good
- Sleep comes a close second to oxygen
- Keep trialling different ways until you find a better one.

Improving your resilience

- Find what it takes to sustain or improve your physical and mental health - number one priority in tough times
- Have an acute awareness of how you personally change under pressure. Gain another's assessment.
- Align yourself with positive people. They lift you
- Maintain dialogue with these people throughout
- Doing nothing is still a decision – procrastination can a killer
- A problem shared is a problem halved in most cases
- Decisions you make in good times get you through the bad.

Just be yourself

- A lot of stress in life comes from trying to be someone you are not and never will be.
 - Better off trying to be a better you.

Time Management

- Timing is not something it is everything
- Time Management – About planning and execution
- Plan your work then work your plan
- 168 hours in week for most only 30% at work.
- Pareto principle 20% time give you 80% results
- 10 minutes a day equals 1 week a year
- Minimum of 2.5 weeks holiday in one block
- 2 to 3 long weekends a year

Work Life Balance?????

- 168 Hours in the week – time is your real currency

Ken's Balance

- 56 Work, 56 Sleep, 56 Please Yourself = 168 hours
- 56 work = 5 days x 10 hours = 7.30am to 6.30pm. Plus 6 hours on weekend.(1 hour lunch/smoko)
- 56 Sleep = 8 hours x 7 days
- 56 Other = Family, Community, recreation, rest
- The work you put into your time is more important than the time you put into your work –Efficiency
- If you have too big of a mouthful (overcommitted) then you may just have to chew longer, harder and faster

Some home truths

- Machinery maintenance we know but what about marriage and relationship maintenance – quality time is required
- In adversity there is the seed of an equal or greater opportunity
- Success is proportionate to attitude
- If something means too much to you it will most likely bring you undone
- A good life is a decision – make that decision.

Now - Tomorrow Morning's Meeting

- What are issues to follow up from conference?
- Which ideas appear to have the greatest benefit?
- Who is doing what?
- When will we decide?

- Just do something