

Mark your calendar and register today!

Building Better Communications

This workshop will help you more effectively and efficiently communicate with partners, managers and employees

Presented by
Felix Soriano, President and founder of APN Consulting
Felix has 10+ years of experience working with producers to help improve performance and profitability on farms

Workshop participants will complete an *Everything DiSC* assessment pre-workshop. The *DiSC* model will then be the workshop foundation where you will learn to build more effective work relationships and environments by diagnosing and working with other styles

The # 1 reason really good people leave their position is because they are dissatisfied with their relationship with their immediate supervisor or manager. You may have heard the old saying, “People join companies but they leave their managers.”

*Use effective communications to increase employee engagement, motivation and performance
Develop your greatest asset – yourself and your people!*

Who’s Invited:

- Farm owners + key employees on your farm with personnel management responsibilities
- Key employees you are considering for leadership or management/middle management positions
- Ag industry service providers – must bring an Ag producer

When: Thursday March 24th, 2016 10am to 3:30pm

Location: Addison Fire Station 44 VT Rte 17W in Addison

Cost: \$150.00/person - \$100/person scholarships offered to the first 25 who register

RSVP: by Monday February 29th **early registration essential for pre-workshop development to Louise Waterman – VT Agency of Agriculture 802-373-3352 Louise.Waterman@vermont.gov

Please make payments to – VT Agency of Agriculture Attention: Louise Waterman
116 State St. Montpelier, VT 05620-2901

Sponsored by:



Please see reverse side for more workshop details

Communication Workshop

The purpose of the workshop is for participants to learn new principles and skills. The materials are presented in an engaging and interactive format that encourages participation and discussion to share ideas, challenges, and best practices.

The foundation of our communication workshop will be for participants to complete an *Everything DiSC* assessment. They will learn to build more effective work relationships and environments. The focus of the workshop will be on how to diagnose and effectively work with other styles.

- Learn about the DiSC model
- Identify your natural inclinations and explore the priorities that drive you during your workday
- Discover the similarities and differences among the DiSC styles
- Discover your reactions to different DiSC styles
- Identify what works for you and what challenges occur when working with each style
- Use the DiSC model to understand and better communicate with all employees throughout the organization
- Learn how others have bridged their differences using DiSC
- Practice using DiSC to build more effective relationships at work
- Define an action plan to building relationships through effective communication

Information is presented in a variety of ways including short lectures, role-playing, case studies, and discussions. We encourage participants to provide examples from their personal experiences to enrich the discussion and provide relevant context. The workshop will also give participants an opportunity to talk about particular challenges they may have. The resulting discussion builds team camaraderie and allows team members to learn from each other.

The workshop will allow participants to walk away from the program with tangible and actionable outcomes to benefit their organization. Research has shown that managers and supervisors are extremely important to the bottom line of an organization:

- Employee relationships with direct supervisors is the number one driver of employee engagement
- Most supervisors are unaware of their impact on their direct reports' performance, and do not fully understand their own roles
- Unqualified, undertrained, and unengaged supervisors contribute to employee turnover

Intended Outcomes and Benefits

The workshop will help participants:

- Use effective communication to increase employee engagement, motivation, and performance
- Find ways to reduce or eliminate barriers or behaviors that may be contributing to lack of efficiency
- Uncover organizational development areas of opportunity
- Develop greater skills, knowledge, and attitudes about engagement
- Develop an understanding of the differences in leadership and management

Register Today!!