

PRESS RELEASE

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HR Practice – Alignment for People Performance

Human Resources is no longer managing the paperwork around employment and wages. It is about improving organisation capability through active cooperation and inclusion of people to deliver organisations goals to farm stakeholders, efficiently and effectively. Every person has a role and responsibility.

Gone are the days when Directors, Farm Managers and Staff can ignore what has been communicated, understood, and committed to. Effective and efficient farmers learn through co-operative feedback, and lead continuous learning at farm operational level. Making things happen as intended, and with the active co-operation of employees is critical. Each of these issues is measurable and together they form the basis of organisational capability.



This is the message Darren Cribbes will present in **HR Practice – Alignment for People Performance** at the upcoming international Golf Industry Show (GIS) to be held in January 2008, in Orlando, Florida.

The Seminar involves active participation in a day long program to improve performance management through alignment of people, and the leadership roles of today's Club Manager and Golf Course Superintendents. Guests will develop their own People Performance Plan including the Learning Objectives:

- Concepts of excellence and customer focus.
- The role of Culture and Values in performance.
- Planning and organising staff performance for success.
- Developing communications for improved performance outcomes.
- Move from manage to lead.
- Lifelong learning and improvement.

Darren will be one of the first international speakers included in the education program for the Golf Course Superintendents Association of America (GCSAA).

The Golf Industry Show is the world's largest golf industry show dedicated to the management and maintenance of clubs. The GIS is a collaboration of the Golf Course Superintendents Association of America, the National Golf Course Owners Association and the Club Managers Association of America. It is anticipated that over 20,000 people will attend the week long event beginning on the 28th of January, 2008.

Darren has 27 years practical experience in Management and Agronomy, with over twelve years in Asia developing and improving performance of people and soil management practices. He owns and manages Nexus Agronomy Pty. Ltd., a management consultancy with core strengths in performance capability in agriculture, and works with client partners in Australia and internationally. Client partners include Dairy, Pome and Stone Fruit, Berries, Premium Wine Grapes, Composting, Vegetables, and Education providers.

Since returning to Australia in 2006, Darren has co-operated in the Diploma of Horticulture – Turf Management with Northern Melbourne Institute of TAFE, instructing Manage Staff. 2008 will see this expand with inclusion of Environmental Management and Machinery Management.

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