

DFMC Development Program

Dairy Farmers Milk Co-operative Development (DFMC) Program: Group 1

A minimum of five young farmer members, **one from each DFMC Region**, will be selected by the DFMC Board of Directors to participate in the DFMC Development Program.

Applicants will be ideally aged between 18 – 25, however applications outside this age range will be considered based on the individual application.

The program is subsidised by the DFMC, including flights, accommodation and most meals. Minimal out of pocket expenses would be incurred by the participants.

Applicants must have a valid Passport (with a minimum of 6 months validity) or be in the process of applying for a passport.

Applicants must be available to travel on the dates as nominated by DFMC Development Program, and must participate in all the events for the duration of the program.

Nominations close 10th June 2010

To encourage maximum participation in the DFMC Development Program, DFMC Directors, DFMC Regional Managers, DFMC Ward Representatives and National Foods Farm Services Officers will be requested to submit nominations for possible participants in the program. All nominated persons will be contacted and “invited” to submit an application.

Who can be submit an application?

- DFMC Members between 18 & 25 years. Applications from members outside this age group will be considered by the Selection Committee.
- Family of DFMC Directors are eligible to apply. The Director will be excluded from sitting on the Selection Committee for that particular applicant.
- The DFMC Development Program Selection committee has sole discretion regarding the selection of any participant for the DFMC Development Program and its decision is final.

25th June 2010 Applications close. Successful applicants notified by the 2nd August.

DFMC Development Program

The Program:

August 2010	Phone hook-up with group leaders and participants Mentor matching Personal Development session with Basil Doonan
2 Sept 2010	Arrive in Sydney for DFMC and New Holland Dinner
3 Sept 2010	Tour of New Holland St Marys Plant Depart for New Zealand
11 Sept 2010	Return to Australia
October 2010	Personal Development session with Basil Doonan
22 Nov 2010	Development Workshop "Maximising your Potential" DFMC Executives Dinner Participation in DFMC National Convention Group Presentation at DFMC National Convention
December 2010	Final Personal Development session with Basil Doonan

Personal Development

Introducing Basil Doonan: Basil Doonan has over 18 years experience in farm business management, training and consultancy. He has worked extensively in Australia and overseas in grazing industries primarily in the development and delivery of farmer training and follow-up consulting. Basil has consulted to many farm business owners and managers and has developed business strategies that have ensured the success of these individual businesses. Basil specialises in pasture based grazing systems and their management. Basil has further experience in farm feasibility studies and dairy conversion, project management and development, monitoring and evaluation.

"Identifying and Maximising potential" and personal coaching sessions

For the duration of the program Basil will be deeply involved with each participant on an individual level. Basil will work with each participant to develop strategies that will focus on their own personal ambitions, and how best to use the DFMC Development Program to enhance their success in the industry.

Each participant will receive individual coaching sessions with Basil as well as the dynamic group workshop "Identifying and Maximising your Potential".



DFMC Development Program

Industry Study Tour

Participants will be escorted by DFMC Director Trevor Middlebrook and Kate Yeoman on an "Industry Experience" tour. The tour begins with a Dinner in Sydney with DFMC and New Holland Executives, on the following day the group will be guests at New Hollands St Mary's Headquarters and will be given an in-depth tour and view of the New Holland business structure. The group then departs from Sydney and begins the seven day tour of New Zealand. The tour is designed to look at all aspects of Industry and will include a broad sample of "industry" experiences.

Mentoring

The mentoring program is an informal relationship between the participant and the mentor. Each participant is required to nominate one DFMC Executive Officer or Director as their personal mentor for the duration of the program. The mentor and participant will engage in conversations and or activities on a monthly basis. The role of the mentor is to keep the participant engaged in the program and provide opportunities and experiences that the participant would normally not have access to. It is vital the participant choose a mentor who's experiences are in line with their own ambitions.

Participants are invited to nominate a second mentor of their choice, this person would ideally be someone they admire for the work they do in their industry, not necessarily the dairy industry.

Industry Experiences

Participants will attend the DFMC National Convention, and will actively participate in this event. Other opportunities, such as New Holland Events and training sessions, DFMC Industry Events will be offered to the participants as they become available.