

ALFA
AUSTRALIAN LOT FEEDERS' ASSOCIATION

mpm program

COURSE 15





The Margin & People Management (MPM) Program is a professional development program offered by the Australian Lot Feeders' Association (ALFA) to provide lot feeders and industry professionals with a deeper understanding of how to manage a modern feedlot business.

Skills required to run any successful business include people management and an understanding of business financials. The MPM Program sessions cover topics such as basic financial margin management, time management, setting priorities, human behaviour and how to work more effectively with other people, especially in difficult situations.

The MPM Program aims to instil confidence in each participant to enable them to become a leader in their own business and play a role in advocacy for the feedlot industry.



About the program

The MPM Program was established in 2008. The Program now boasts a strong alumni network of over 400 lot feeders and industry professionals, many of whom are now prominent industry leaders.

The training is aimed at feedlot employees and industry professionals who aspire to becoming a manager or gaining a leadership role in their business. It is also valuable for those employees who already manage a number of staff and are looking to gain further skills in the area of people management or seeking a better understanding of general business management.

The Program is run annually over several months, delivered through 4 x 2-day training sessions to a

maximum of 12 participants. The group gathers three times in-person for the sessions delivered by a range of facilitators; the final session is a feedlot tour, where participants have the opportunity to visit different operations and hear from prominent industry leaders.

The program is in high demand each year, and we encourage feedlots to reserve a position on future programs to avoid disappointment.

RESERVE A SPOT



Training fees

The fee covers all training materials, catering, accommodation (2-nights each session), and organised group activities throughout the program.

Category	Cost
ALFA Member	\$7,168 per person (inc GST)
Non-ALFA Member	\$9,368 per person (inc GST)

We would like to thank our contributors to the MPM Program





Sessions

Participants are expected to attend and actively participate in all scheduled sessions to be eligible to graduate from the program. The group gathers four times in person across several months. Each session is facilitated by a professional trainer or subject matter expert from a range of carefully selected training providers and industry bodies and businesses.

Session	Activity / Topic	Date
ONE People & General Management	Escape Room (ice-breaker activity)	Tuesday 5th March 2024
	DISC Profiling	Wednesday, 6th March 2024
	Building High Performance Teams	Thursday, 7th March 2024
TWO Industry Advocacy & Financial Management	MLA - Industry Overview & Advocacy	Wednesday, 15th May 2024
	Commodity Management	
	Crisis Management & Preparedness	
	Advocacy + ALFA Recognition of Excellence Program	
	Finance Fundamentals	Thursday, 16th May 2024
THREE People Management & Presentation Skills	Professional Presentation Skills	Wednesday, 17th July 2024
	People Management	Thursday, 18th July 2024
FOUR Feedlot / Industry Tour	Feedlot / Industry Tour	11-12 September 2024

Note: Due to the nature of the group training and high demand for the program, we are unable to provide make-up sessions if a participant is unable to attend a session. We can accept a substitute employee for the session if suitable.



Learning Outcomes | Session 1

People & General Management

Arrival: Group Ice-Breaker Activity

Learning Outcomes:

- Group icebreaker activity (e.g., escape room)
- Problem-solving
- Working as a team of different individuals
- Time management skills in stressful situations
- Understanding different leadership styles
- Developing self-awareness and behavioural adaptation for different situations
- Enhancing leadership skills and team cohesion

Facilitator: n/a - Escape Room

Day One: DiSC Profiling

Learning Outcomes:

- Understand how people are different
- Develop confident self-awareness
- Learn to identify the styles of others
- Modify behaviour based on other people's style

Facilitator: Tom Sangster, Zoetis Animal Health (ALFA Platinum Member)

Day Two: Building High-Performance Teams

Learning Outcomes:

- Involve team members in planning and decision-making while supporting them to take responsibility for their own work
- Ensure your own contribution serves as a role model for your team
- Develop team cohesion and a high-performance culture
- Work with the team to resolve issues, concerns, and problems

Facilitator: Australian Institute of Management (AIM), Kerrie Yates



Learning Outcomes | Session 2

Industry Advocacy & Financial Management

Commodity Management

Learning Outcomes:

- Commodity management
- Contracts

Facilitator: GrainCorp Representative

Crisis Preparedness & Management

Learning Outcomes:

- How to prepare for a crisis
- How to manage a crisis
- Simulation of a crisis

Facilitator: Verity Price, Subject Matter Expert

Advocacy & Industry Overview Session

Learning Outcomes:

- Understanding the grain-fed levy and the role of MLA & ALFA
- Beef markets and insights
- Community Engagement Programs
- Consumer Insights
- Feedlot R&D Program

Facilitator: Meat & Livestock Australia Representatives

Industry Awards & Scholarships

Learning Outcomes:

- Overview of your industry body, ALFA
- Opportunities available within ALFA Recognition of Excellence Program
- What is advocacy, avenues available to develop your leadership skills and experience

Facilitator: ALFA GM – Communications & Engagement, Madie Hamilton

Learning Outcomes | **Session 2 (cont.)**

Industry Advocacy & Financial Management

Day Two: Finance Fundamentals

Learning Outcomes:

- Apply the fundamentals of financial management in the workplace
- Understand the main accounting terms, including recognising the difference between cash and accrual accounting
- Interpret the main financial statements and make decisions that are in the financial interest of your organisation
- Calculate the key financial ratios and understand the results so you can identify significant issues, prepare recommendations, and apply strategies to improve cash flow

Facilitator: Australian Institute of Management (AIM), Craig Gowan





Learning Outcomes | Session 3

People Management & Presentation Skills

Day One: Professional Presentation Skills

Learning Outcomes:

- How to deliver presentations with real impact
- How to overcome fears and deal with anxiety
- Understand how to tailor presentations to the audience
- How to structure the presentation content for added clarity

Facilitator: WeTrain

Day Two: Behaviour Styles / People Management Tips

Learning Outcomes:

- How to work effectively with others
- Refresher and build upon earlier first sessions

Facilitator: Tom Sangster, Zoetis Animal Health





Learning Outcomes | Session 4

Feedlot / Industry Tour

Day One and Two: Feedlot and Industry Tour

Participants will embark on a guided tour of a feedlot and associated industry facilities, offering a firsthand look at different operations within the industry. There will also be an opportunity to hear from industry leaders and graduates of the MPM program, rounding out the networking benefits of the program.

Learning Outcomes:

- See other operations, unlike your own
- Hear from industry leaders and fellow MPM Program graduates, as available
- Graduation function

Facilitator: ALFA & Feedlot Hosts

Location: The location will be determined based on the demographics of the group to ensure diversity of location is applied.

