



# CULTIVATE

- GROWING YOUNG LEADERS PROGRAM



EXPRESSION OF  
INTEREST



IN PARTNERSHIP WITH



WELCOME TO THE CULTIVATE - GROWING YOUNG LEADERS EXPRESSION OF INTEREST PROCESS.  
MY NAME IS LYNNE STRONG.  
I AM THE FOUNDER OF AND PROGRAM MANAGER FOR ACTION FOR AGRICULTURE (A4A).

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## BACKGROUND

A4A identifies emerging leaders in the agriculture sector to be trained as confident communicators and trusted voices in the community. Through our foundation two year program Cultivate - Growing Young Leaders young people involved in a broad range of agricultural careers - from farming to consulting to marketing - are supported to be skilled, confident and comfortable to share their stories.

The program supports them through skills training, mentoring, coaching, networking and by providing them with opportunities to tell their story.

Running since 2009, more than 105 young leaders have been trained in the program and joined the Young Farming Champions alumni.

The Young Farming Champions (YFC) are identified youth ambassadors and future influencers working

within the agriculture sector. The YFC promote positive images and perceptions of farming and engage in activities and innovative programs such as our school programs The Archibull Prize and Kreative Koalas - Design a Bright Future Challenge to get these messages across to wider audiences. The YFC demonstrate passion for their industry, while providing real life examples to young people who may have never considered a career in agriculture. Because they are young they can relate to students and are adept at breaking down stereotypes of farming and agricultural careers

Our Celebrating Ten Years of Impact document will share with you the power of the program to inspire community pride in Australian agriculture and empower young people to solve tomorrow's problems, today.

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## CULTIVATE - GROWING YOUNG LEADERS PROGRAM MEMBERSHIP

### WHO CAN APPLY?

The program is open to young people in the agriculture sector aged between 20 and 30 (inclusive) who are either undertaking post graduate studies or are in early career.

### WHAT YOU WILL LEARN

The Cultivate program is a community of emerging leaders in the agriculture sector who work together under expert facilitators and coaches to lead themselves and lead others.

You will learn the most valued workplace 21st century skills.

How to be;

- An influential communicator.
- An adaptable, agile, resilient, collaborative team player.
- An innovative, creative and critical thinker.

Through participating in our in-school programs you will learn how to apply these skills and teach others to have these skills.



## WHAT PREVIOUS PARTICIPANTS ARE SAYING?

*Young Farming Champion training has given me the confidence and skills to learn more about the industry I love and work in, share my story with anyone from school students to industry conferences and general media, and step out of my comfort zone to reach for new opportunities.*

*I've learnt how to coordinate workshops and school visits. I've learnt how to develop a project and take it through to the award and grant application stage. I have the confidence to challenge the status quo, present new ideas to the YFC team and workshop those ideas in the supportive environment of the YFC community.*

*I would encourage anyone who wants to grow both personally and professionally to apply for the YFC program. I have been involved for over five years and I now relish being able to pay it forward and mentor new participants. I don't know of any other program that enables this degree of participation, and that makes it a pretty special community be a part of.*

*Every day the opportunities presented to us as a YFC make me feel empowered. We can choose how we react to every situation in life. The YFC program has shown me how we can make the most of, learn from and improve ourselves from every step along the way."*

DIONE HOWARD - Vice Chair Youth Voices Leadership Team



*"While you're championing your industry, the YFC program is championing you.*

*From the beginning of your Young Farming Champion journey there is a safe environment created by the coaches and your fellow participants, which makes it the perfect training ground to try out new skills with zero judgment. The coaching is relevant and not just a cookie-cutter approach to storytelling. Being with a cohort who are present for similar, if not the same, reasons as you also sets a scene of support and driven self-improvement.*

*Being a YFC has opened my eyes to opportunity, provided me with access to resources and given me strong leaders who inspire me. It is a strong support network that expands and builds momentum, with skills not just for your career in agriculture but for living your best life.*

*Being a YFC is empowering and validating, where potential is not only recognised and celebrated in myself but in all YFC. Being able to align my own goals and intent to pay it forward with a collective who share a wavelength is a rare and truly wonderful thing.*

*There is something very empowering about being in a position to surprise and open the eyes of the next generation of food and fibre consumers."*

SAMANTHA WAN - Innovation Hub Team

THIS PROGRAM ACKNOWLEDGES THE RESEARCH THAT SAYS

## 3 TYPES OF EXPERIENCES THAT IMPACT TALENT DEVELOPMENT

# 10%

### STRUCTURED LEARNING



e.g. primary and secondary classroom, tertiary education, workshops, webinars, e-learning.

# 20%

### LEARNING FROM OTHERS



e.g. coaching, mentoring, communities of practice.

# 70%

### LEARNING FROM EXPERIENCE



e.g. action learning and problem solving, projects, shadowing and placements.

To help you learn from others we will pair you with a Buddy – a Young Farming Champion alumnus to support your YFC- Cultivate Growing Young Leaders' journey.

To help you put your learnings into action you will develop an action plan in partnership with your employer (or university) that shares with us the support and activities that you will receive and participate in your workplace (university).

*"I think this program is unique in that the more you put in the more you get out. I am now confident I can use my voice to advocate for agricultural change."*

2019 CULTIVATE PARTICIPANT REBECCA GEORGE

### IMMERSION WORKSHOPS CONTACT HOURS

In a non-covid year in person immersion workshops are held in June (3 days) and November (4 days plus 1-day attendance at Archibull Prize Awards and Celebration Day). Total of 8 days – attendance is mandatory.

In a COVID environment workshops are held online and are tailored to meet the participants and facilitators work/life commitments.

*"The virtual workshops have all been incredibly streamlined. On time, well prepared, thought provoking, interactive and frequent. Anyone would think that the sessions have always been virtual because of how successful they are. I feel this has made me feel more connected because of how frequently we are interacting with each other."*

2021 CULTIVATE PARTICIPANT STEPHANIE TABONE

PLEASE FIND THE EXPRESSION OF INTEREST FORM [HERE](#).

### SELECTION

Selection is a two-step process.

1. Applications are reviewed by a committee made up of our supporting partner Australian Wool Innovation, a member of the Action for Agriculture board and a member of the Young Farming Champions alumni.
2. Short listed applicants will be interviewed by a member of the selection committee based on the quality of their application, their agreement to fulfill the program commitments, and their desire to enhance the leadership skills of themselves and colleagues.

More detail about the Cultivate training program can be found [here](#).

**Expressions of Interest to be submitted by 11th February 2022 by 5pm (AEST).**

### QUESTIONS?

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