

\$avannaPlan-Beef\$ense Final Report (Addendum)

Queensland Gulf Region



July 2016



\$avannaPlan-Beef\$ense Milestone Delivery (1/07/2016 to 15/12/2016)

Representatives from nine beef businesses participating in a "whole of business" mentoring program focussed on developing the skills, knowledge and confidence of the younger generation (as per Deed of Variation).



Following on from 3 years of SavannaPlan-Beef\$ense, the project team has expanded its whole-of-business approach to focus on young beef producers.

Having identified the need for early intervention, a tailored NextGen mentoring project has been developed to accelerate adoption of improved land, cattle and business management practices across the Gulf. The NextGen program is also focused on transferring the knowledge of successful producers to the next generation (mentees).

The program deliberately links NextGen mentees to producers who more successfully manage the same seasonal, financial, herd and grazing management constraints that challenge the majority of beef producers. In addition to experience gleaned from leading producers, the mentees also network with a range of industry experts in grazing land management, production (animal nutrition, pasture management and improvements), marketing, business skills, wealth management and personal communication/development.

Based on a competitive application process, flyers and expressions of interest were circulated in August 2016 and candidates were asked to submit written applications to join the program. Candidates were interviewed (majority face to face, some by phone) and 34 mentees (Table 1) were selected based on personal learning goals, motivation and general passion to expand their learning across the beef business and associated supply chains. A scholarship payment of \$2,000 is available to 16 Mentees to cover training or travel costs associated with the NextGen program. In total nine mentees have properties in the northern Gulf, seven are associated with properties in both the northern and southern Gulf while nine have properties located in the southern Gulf.

Mentees vary in age from 18-35 years and there is a broad skill base in the NextGen group with participants ranging from property managers, the next generation taking over the business, jillaroo, jackaroo, overseers and corporate company employees. The group of mentees are directly linked to 21 properties covering 1,446,962 ha carrying approximately 151,000 head of cattle. The mentees are encouraged to network with the NextGen group via face-to-face events, webinars and a closed Facebook page. It is envisaged this network will continue to provide learning outcomes beyond the scope of this immediate project.

Table 1. Mentees participating in the \$avannaPlan-Beef\$ense NextGen program. Mentees own, operate or are associated with a range of properties in the northern and southern Gulf.

Mentee	Region	Associated Properties
Clayton Lethbridge	Northern Gulf	Werrington, Rainmore
Anne-Maree Masterson	Northern Gulf	Werrington, Rainmore, Wyandotte
Kate Lethbridge	Northern Gulf	Werrington, Rainmore and Stirling
Georgia Lethbridge	Northern Gulf	Werrington, Rainmore
Woll & Sharleen Hughes	Northern and Southern Gulf	North Head
Clay Kennedy	Northern and Southern Gulf	Alehvale, Gracevale
James & Janelle O'Shea	Northern Gulf	Scardon's Hill
James Lethbridge	Northern and Southern Gulf	Rocky View, Lorraine
Teighan Williams	Southern Gulf	Lorraine
Luke Crisp	Southern Gulf	Lorraine
Shaina Johnson	Southern Gulf	Lorraine
Jade Turley	Northern Gulf	Wandovale, Heliman
Shannon Zohl	Northern and Southern Gulf	Mt Surprise Station, Truro
Jay & Sally Hughes	Northern and Southern Gulf	Cannum and Paddys
Clintin Hughes & Rebel Corliss	Northern and Southern Gulf	North Head
Beau Harrington	Southern Gulf	Brinard
Dudley Harrington	Southern Gulf	Brinard
Aysha McCoy	Northern and Southern Gulf	Rainscourt, Prospect and Woolfield
Jack & Kylie Stewart-Moore	Southern Gulf	Dunluce
Annaleise Scott	Southern Gulf	Dalgonally
Jess & Bruce Collyer	Southern Gulf	Rosevale
Ian Pedersen	Northern Gulf	Karma Waters
Aaron Gallagher & Cara Saunders	Northern Gulf	Stoney Etheridge, Whitewater
Melinda Ryan	Northern Gulf	Greenhills
Grant Keane	Southern Gulf	Wondoola
Kelly & Kelvin Bethel	Northern Gulf	Namuel and Mt Sullivan

The \$avannaPlan-Beef\$ense delivery team has supported the mentee learning programs through customised on-property services, group forums and webinars. Table 2 lists completed and proposed training events. The Wambiana forum in particular provided a great opportunity for the NextGen group to network with themselves, producers and DAF staff. The facilities at Wambiana catered for families with small children and babysitting services allowed all mentees to participate in the workshop and paddock sessions.



Figure 11. The NextGen group (32) met at Wambiana in November 2016 to network with a range of industry experts on business, people, land and herd management.

Participant feedback in relation to the presenters at Wambiana included:-

1. Stewart Taylor (A producer's perspective -70% found very relevant)
2. Roger Landsberg (A producer's perspective - 60% found very relevant)
3. Bernie and Alison (Production and profitability - 50% found very relevant, 30% found relevant)
4. Michael Lyons (A producer's perspective - 45% found very relevant)
5. Peter O'Reagain (Wambiana grazing trial - 10% found very relevant, 55% relevant)
6. Kasmin Brotherton (Understanding yourself and others - 30% found very relevant, 10% found not relevant at all)
7. Belinda Piccirillo (Wealth creation - 15% found very relevant, 10% found not relevant at all)
8. Karl McKellar (Drought - 5% found very relevant, 30% found relevant)

Table 2. Completed and upcoming NextGen training events.

Completed training events and workshops			
Date	Event and Venue	Participants	Learning Themes
October to December, 2016	Via phone, email or property visit	13 mentees	Bull selection, using Beef\$ense spreadsheet, herd nutrition, improved pastures, succession and asset transfer, stocking rates and wet season spelling, breeder management systems
November 23-24, 2017	Building business resilience and managing for a variable climate (Wambiana, Charters Towers)	32 mentees plus DAF staff, local producers and NGRMG representatives.	Case studies, drought management, DRAS, grazing management trials, productivity and profitability, communication, people management and wealth creation.
December 12, 2016	Succession Planning (Webinar)	11 mentees, 2 DAF and 2 agribusiness consultants	Management, business, property/asset, retirement and family transition
Proposed training events and workshops			
Date	Venue and Event	Learning Themes	
January 23 and 25, 2017	Microsoft Excel training course (beginner and advanced) Richmond and Georgetown	Understanding and using Excel, working with sheets, data entry and formulae. Participants can practise on the Beef\$ense beef business spreadsheet. (Dates for advance Excel TBC)	
February 6-7, 2017 February 21-22, 2017	Herd nutrition and Grazing Land Management (Georgetown and Richmond)	Ruminant digestion, nutrients, animal requirements, pasture feed quality and intakes, land condition, stocking rates, wet season spelling, reading labels and feeding strategies/break evens.	
March 13-17, 2017	CQ Study Tour (Central Queensland)	Leucaena/Buffel production systems, families in business, herd management, abattoir visit, grazing management systems and targeting premium markets.	
Beginning 13/1/17	InnerBoss Foundations Course (Webinar Series)	People management & communication skills	
March/April 2017	Breeder Management workshop (Venues across NG and SG TBC)	Breeder segregation systems, controlled mating systems, grazing management, stocking rates and business planning.	
March 2017	Understanding financial statements (Webinar)	How to read P&L statements and using these records. Understanding and using the Beef\$ense Spreadsheet.	
March 2017	Herd Recording (Venue TBC)	Recording branding and growth rates; Using female sales to estimate death rates; Tracking herd cost.	
April 2017	Marketing (Webinar or in combination with another event)	Understanding markets, trading options, targeting premium markets	
Upon Request	One-on-one business analysis work and options/scenario testing (one on one, property visit or webinar)	Enter in previous P&L data; develop and use business and herd indicators; debt and risk management; accounting programs	

Mentee action plans and key learning areas

A total of 32 action plans have been developed allowing each mentee to identify, timetable and monitor their learning program. These action plans also allow the delivery team to efficiently plan and deliver training through one on one, group or on-line events. Table 3 includes the current position of each mentee and lists the relative interest in skills development across the beef business and supply chain. It is pleasing to see the NextGen group is enthusiastic about all facets of the beef industry including production, financial and people management.

In light of the recent land condition report for the northern Gulf region it is very encouraging to see level interest in sustainable stocking rates and long term carrying capacities. In terms of future learning goals the NextGen participants at Wambiana ranked the following topics in order of importance, with 1 being the most important:-

1. Breeder management
2. Stocking rates and carrying capacity
3. Breeder nutrition
4. Genetics and breeding programs
5. Weaner nutrition
6. Weaner management
7. Wet season spelling
8. Land condition
9. Land condition decline across the industry

Table 3. The background of each mentee selected for the NextGen program and areas of the beef business they would like better understand.

Current Position	Number of Mentees
Jackaroo/Jillaroo	2
Property Owner	4
Next generation taking over	16
Property Manager	4
Other (Daughter in law, Regional technical training and support officer, Livestock overseer, leading hand, farm/crop manager,	6
Learning Interest	Number of Mentees
Cashflows	16
Understanding financial documents	20
Budgeting	20
Benchmarking	17
Debt management	18
Business management and accounting systems	22
Roles and responsibilities in the business	14
Decision making & communication in the business	15
Asset transfer	11
Family meetings	7
Abattoir specifications, processing and kill sheets	14
Cattle marketing and meeting market specs	18
Property mapping	14
Managing for dry years	16
Herd management & recording	17
Nutrition & supplementation	24
Grazing land management, stocking rates and wet season spelling systems	17
Pasture improvement options	18
People management, working with people and understanding different personality types	11

A survey of the mentees after the Wambiana workshop highlighted the key grazing land management practices they would like to change. These include:-

- Introduce wet season spelling
- Become better at measuring grass and understand other land types for when we are away on agistment. Everyone has an opinion but not always sure who to believe.
- Wet season spelling, wet season lick, phosphorous, herd segregation
- Balancing paddock yields and stocking rates, nutrition
- Fence paddocks to wet season spell and manage stocking rates with available feed
- Pasture monitoring
- Pastoral improvement via introduced species
- Monitoring worming of herd to reduce mortality introducing rotation and wet season spelling
- Increased use of pasture budgeting and wet season spelling
- Being more strict on wet season spelling, monitoring stocking rates, look in to re seeding, adding more paddocks and watering points.
- More closely monitoring pasture availability
- Rotational grazing, introduce 3P grasses again
- More closely monitor pasture availability and livestock requirements of different classes of stock
- Decreasing stocking rate more, much more data recording
- Wet season spelling and decrease stocking rate.