



Leadership Development Programme

The Institute of

**Agricultural
Management**



President of the Institute, John Alvis MBE:

“Over fifty delegates have now been through the Leadership programme. I have been pleased that the delegates, sponsors and speakers have all found the three week duration to be stimulating and motivational. The alumni are now playing an important role in running the industry and their leadership skills are being tested in many different ways. Personal development is an important part of the curriculum and an appraisal of each individual’s aspirations takes place.

Leadership of the rural industry at this time is difficult because of the diversity and the speed of change. The qualities of the speakers who have interacted with the delegates on the programmes have been outstanding. They have been able to share in the future vision and have, at the same time; been able to stimulate team building and debate.

The Institute of Agricultural Management is helping to nurture rural leadership through the Leadership Development Programme.”



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Chairman of the Institute, Will Gemmill:

“Successful leadership in rural sector enterprises today is very challenging. The development of the appropriate leadership skills is essential for those heading up rural businesses. This training programme is promoted by the Institute to help individuals gain the skills which will enable them to develop into key rural sector leaders of the future. As well as focusing on personal development and leadership, the programme gives delegates the opportunity to share experiences with current key leaders within the rural and agricultural sector. The sessions are undertaken in Brussels and London as well as an introductory training programme at the Royal Agricultural College, Cirencester. This course is a unique learning opportunity not to be missed!”



Course Director, Professor John Alliston:

“The inspiration for the course came as an outcome of the Nuffield Farming Scholarships Trust Jubilee award report and the Institute of Agricultural Management report into Leadership Courses around the world. The development of this programme is a continual process and the support of many individuals and organisations has been an essential element of its success.”



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The Programme:

The objective of the Leadership Programme is to develop individual's skills and abilities to better equip them for public office or as sector leaders. One of the course goals is to help those individuals develop their own management and communication skills making them better at what they do. Another is to help them gain a wider perspective and understanding to aid the agricultural industry as a whole in solving its many problems. A key part of this is to establish groups of people who can offer opinions from the whole of the food and farming industry – from production to retail.

The course participants will be exceptional people who will benefit from the opportunity to meet and discuss issues with Industry Leaders, share the experience with like minded individuals and establish important contacts for their future.

The Programme Sessions:

Week One:

The Royal Agricultural College, Cirencester – Personal Development, Management and Communication Skills

Week Two:

Brussels – The EU and International Affairs, how the EU works and where the UK sits within the mechanism, paths of influence

Week Three:

London – The UK Industry Leaders, access to the “Movers and Shakers”

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Case Study 2008 Delegate Matthew Naylor

Matthew Naylor, 34, is the Commercial Director of K.W. Naylor & Son in South Lincolnshire. The business produces potatoes under contract for Marks and Spencer, daffodils bulbs and flowers for export, and Delphiniums, Peonies and Gladioli for UK florists and retailers including M&S & Waitrose. Matthew started a potato packing business which washes and packs potatoes for the food service sector.

NFU Young Farmer of the Year in 2000
Winner 2003 Grower of the Year Awards
Nuffield Scholar (2006)
Chairman of South Holland Horticultural Association
Member of the Commercial Farmers Group
Farmers Weekly Columnist and “Blogger”
He also records a monthly Farming Pod cast with friends



Having successfully completed the 2008 Programme, Matthew commented:

“Seeing this vast array of speakers allowed us to analyse what drives people to become successful leaders in their field. We met some inspiring individuals who currently lead large businesses, or organisations. Each of them had a different style of leadership. I learnt how to manage my own abilities and grasped the importance of remaining focused without losing sight of the wider picture. I can say with absolute sincerity, that the course has been one of the most rewarding experiences that I have had in the industry and I would heartily endorse it to anyone.”

This delegate was sponsored by The Chadacre Agricultural Trust



Case Study 2006 Delegate Jill Hewitt

Jill is Chief Executive of the National Association of Agricultural Contractors (NAAC). Founded in 1893, the NAAC is the representative organisation for contractors in the UK who supply all types of land-based services to farmers, land managers, government, local authorities, sports and recreational facilities. Since joining in 2001, Jill has doubled the membership, at the same time increasing the NAAC's lobbying power and influence. Jill manages internal policy, technical projects, and membership issues and represents NAAC on a wide variety of external Boards and Committees including: Voluntary Initiative, European Contractors Association (CEETTAR), NPTC Land-Based Advisory Committee and HSE Agricultural Industry Advisory Committee. A Churchill Fellow, Jill was brought up on an arable farm in Lincolnshire and has a degree in Agricultural (Animal) Science. She is a member of the Farmers Club and Institute of Agricultural Management.



After successful completion of the 2006 Programme, Jill commented:

“Since starting the Leadership Course, I have remained at the NAAC but I think that I have become increasingly confident and happier in my role. The course helped me feel that I am suited to this position and I have used the contacts made and the skills learned to our advantage. We have had some very fruitful lobbying campaigns and I have managed to secure Defra funding which has meant that this week we took on an extra member of staff full-time – which was just what I was needing to push the Association forward and take some of the constant pressure off myself.”

This delegate was sponsored by The Chadacre Agricultural Trust



Case Study 2004 Andrew Dyke

Andrew is the CEO of the Pineapple Group which specialises in providing business solutions to rural clients. The services encompass estate and farm management, Property conversion and development, lettings, business support. Pineapple enjoys a number of high profile alliances including Hatfield Estates, Sentry Farming and Savills.

Winner of the Bullock Award for Nuffield Innovation 2008
Member of the Worshipful Company of Farmers Education Committee
Member of local Committees involved with rural business issues.

“I was fortunate to attend the 2nd course in 2003/04. I benefited greatly and so has our business, whether it's being better at delegation, motivating others or being better at presenting to a wide range of interested parties. It's difficult to point to one single part of the course but if one has to; it's the quality of input from the Course Director, participants and speakers which set this course apart. It's a must if one is serious about playing an active role in today's multi faceted agriculture”.



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Case Study 2002 Delegate Julian Sayers

JULIAN SAYERS is a Chartered Surveyor and Director of Adkin Rural & Commercial. He has worked in Oxfordshire and the surrounding counties for 25 years advising farmers and landowners on a wide range of matters relating to the occupation and ownership of rural property. He now works throughout England and his appointments include acting as Agent for the Lockinge, Bowood, Berkswell, Kiddington and Barrow Court Estates.

His planning and management expertise associated with all aspects of rural property, including the preparation of whole farm and estate plans have lead to assignments from the West Country to Northern Ireland and regular speaking engagements.

Chairman of The Farmers Club 2008, Chairman of the Oxford Farming Conference 2008
Vice Chairman of the CLA Game Fair Committee 2007/08, Chairman of the RICS Rural Faculty 2002/03,
Deputy Chairman of the Royal Agricultural Benevolent Institution, Governor of the Royal Agricultural College, Trustee of the Farming and Wildlife Advisory Group, Chairman of the Tenancy Reform Industry Group, Chairman of the NFYFC & RYT Trustees



Following the successful completion of the 2002 Programme, Julian commented:

“Taking part in the programme helped me to hone my existing skills and to develop new areas of expertise both during the course and by identifying the need for future training. With the benefit of the input from the excellent line up of speakers and the interaction with the other participants, I was able to focus on my future career at an important time in life. This included the development of my rural surveying practice together with the roles which I had and planned to undertake within the agricultural industry.”

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European Parliament Brussels

The delegates from the 2008 Programme with Neil Parish MEP



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List of Delegates

2007/2008 Programme:

Dr Rosie Bryson	Lyndon Edwards	Heather Gorringe	Nick Green
Andrew Hunter	Simon King	Andrew Macfarlane	Dr Maxwell Mutema
Matthew Naylor	Fraser Scott	Robert Shepherd	John Thompson

2005/2006 Programme:

Simon Blandford	David Cotton	Graham Furey	Janet Godfrey
Jill Hewitt	David Hughill	Ian Kenny	Dr Alastair Leake
Cormac McKervey	Christopher Musgrave	Francisco Palma	Cedric Porter
Duncan Sinclair	Tim Wall		

2003/2004 Programme:

Keith Barriball	Dr Chris Brown	Caroline Drummond	Andrew Dyke
Will Gemmill	Lord Ned Iveagh	Innes McEwan	Michel Pivard
Ian Taylor	Campbell Tweed OBE	Gillian Van der Meer	Simon Wetherall

2001/2002 Programme:

Jonathan Barber	Michael Caffin	Gordon Gatward OBE	Nick Helme
Gwyn Jones	Charles Course	Richard Maunder	Jimmy McLean
Robert Loxton	Julian Sayers	John Stanley	Meryl Ward

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Adkin Rural and Commercial
Allenford Farms
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BASF
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BPEX
DEFRA
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Eleveden Estate
F & T Consulting
Farm Business
Farmcare
HGCA
HSBC Bank
John Green
Learning Skills Council
Lloyd Maunder Ltd
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Mead Realisations Ltd
MDC
Meat & Livestock Commission
Mole Valley Farmers
NAAC
National Farmers Union
Nat West Bank
NFU South West
Nuffield Farming Scholarship Trust
Pineapple Developments Ltd
Royal Agricultural Society of England
Royal Bank of Scotland
7Y Rural Services Network
Skillfair
SmithsGore
Strutt & Parker
Temple Farming

The Chadacre Agricultural Trust
The Ernest Cook Trust
The Esmee Fairburn Foundation
The Farmers Club
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The Royal Agricultural College
The Royal Institution of Chartered Surveyors
The Worshipful Company of Farmers
Train To Gain
Ulster Bank Group
Ulster Farmers Union
Unilever
VIVEA
Waldersey Farms Ltd
Wiggly Wiggles

If you are interested in sponsoring this Programme, please contact Professor John Alliston: john.alliston@rac.ac.uk



Prof Allan Buckwell



Sir Donald Curry KB CBE



**Baroness Byford
DBE**



Caroline Drummond



Some of the Speakers:

Prof Allan Buckwell - Policy Advisor to the CLA – outspoken commentator of the Common Agricultural Policy

Dr Susan Armstrong-Brown – Head of RSPB Countryside Conservation – responsible for species conservation

Baroness Byford DBE – Agricultural supporter in the House of Lords and promoter of many industry organisations

Sir Donald Curry KB CBE - Chairman of the Sustainable Food and Farming Delivery Group

Caroline Drummond – Chief Executive of LEAF – Linking Environment and Farming

Peter Kendall – President of the National Farmers Union – Champion of the Cause for Farmers

Jane King – Editor of the Farmers Weekly – Host of the prestigious Farmer of the Year Awards

Richard Macdonald CBE – Chief Executive of the National Farmers Union – well respected for his promotion of the industry

Neil Parish MEP – Chairman of the European Environmental Committee

Prof Chris Pollock CBE – Former head of the Institute for Grassland and Environmental Research, Aberystwyth, now Scientific Adviser to the Welsh Office

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Jane King



Guy Smith



Prof Robert Pickard FRS



Graham Wynne CBE

Some of the Speakers continued:

Dr Debby Reynolds – UK Chief Veterinary Officer – confronter of many animal health issues such as Avian Influenza, Foot and Mouth and Blue Tongue

Christine Tacon CBE – Chief Executive of the Co-operative Farming Group – the farmer of most of the land in the UK

Mark Thomasin-Foster CBE DL – Chairman of the European Landowners Organisation – promoter of UK issues on land ownership in Europe

Graham Wynne CBE – Chief Executive of the Royal Society for the Protection of Birds – member of Sir Don Curry's Commission



Christine Tacon CBE



Sir Ben Gill CBE

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