



2025 LEAD-HAND TRAINING

INTRODUCTORY TRAINING COURSE November 19, 2025

Location: Guelph, ON. Session will take place at the OABA office, 655 Southgate Dr.

WHY DOES YOUR FIRM NEED LEAD- HAND TRAINING?

OABA's Introductory Lead-Hand Training Program 1.0 is a one-day session that focuses on providing lead-hands, forepersons, yard supervisors, and other key operational staff the tools and techniques they need to be successful. Through participation in this one-day program, attendees will learn practical skills in three key areas, including:

- Culture, Communications & Teams.
- Performance Management.
- Negotiation & Conflict Management.

CULTURE, COMMUNICATIONS & TEAMS

- We will focus on techniques to communicate effectively and make effective decisions. Through a formal presentation, self-assessment exercise and actual "real world" examples, attendees will learn about communication techniques, decision making styles and biases, and team dynamics. In addition, participants will reflect on the culture of their department or area within the company, and learn ways to improve the culture and 'make a difference'.



PERFORMANCE MANAGEMENT

- We will focus on managing and maximizing the performance of employees. Attendees will learn about the importance of coaching, motivation, and develop a clear understanding of what motivates employees and how they can increase their motivation and subsequent job performance.

NEGOTIATION & CONFLICT

MANAGEMENT - This session will focus on improving the negotiation and conflict management skills of attendees, and will focus on inter-person and intra-group issues. Attendees will be better equipped to use negotiation tactics effectively and use problem solving techniques with their employees.

ABOUT THE INSTRUCTOR

Dr. Sara Mann is the Dean of the Gordon S. Lang School of Business and Economics and at the University of Guelph. Sara completed her Bachelor of Commerce and MBA at McMaster University, and a PhD in Management at the Rotman School of Management, University of Toronto. Prior to going back to school to complete her PhD, Sara worked as a Supply Chain Analyst for Kraft Foods and Stelco. Sara's expertise includes employment issues, performance management, selection, and compensation. Sara's research has been published in the International Review of Industrial/Organizational Psychology, Organizational Dynamics, the Journal of Management Development, the Canadian Journal for the Study of Adult Education, Human Resource Management Review, Human Performance, the Journal of Industrial Relations, the International Journal of Selection and Assessment and the Journal of Leadership and Organizational Studies. She has delivered dozens of Executive Training seminars and her current research includes examining employment issues specifically in the Agriculture Sector and Rural areas.

WHO SHOULD ATTEND?

This one-day introductory training program will add great value to the professional and personal development of all lead-hands, forepersons, yard supervisors and other key operational staff in your workplace, as well as increase the level of staff performance for your overall business operations. To ensure that individuals receive maximum value from their participation in this training program, firms are encouraged to be selective and strategic in choosing their participants.

Due to the interactive nature of the program, it is suggested that individual firms should refrain from registering multiple participants (for the same training session date) if they are directly accountable to each other in the management system. For maximum value to your firm and the individual employee, this "separation" will ensure that each participant can be open and fully engaged in the workshop program, without the influence of their supervisor/manager in attendance (or vice-versa).

It should be noted that multiple registrants in the same firm are permissible, providing they are not directly linked in the 'management chain' for the firm. This means that employees from the same firm, but working at different locations or different departments can register for the same workshop program. If you have any questions about the program or who should attend, please feel free to give the OABA office a call! All registrants attending the training will be issued a "Certificate of Attendance".

TO REGISTER Complete form below, and email to info@oaba.on.ca

Payment can be made by [VISA or MasterCard](#) complete and return the linked credit card payment form along with this registration form. Payments can also be made via E-transfer and EFT - for more info on these payment options contact Joanne@oaba.on.ca Ontario Agri Business Association, 655 Southgate Dr., Guelph, Ontario N1G 5G6 (phone: 519-822-3004)

Registrations and payments will NOT be accepted at the door. Registration deadline: Nov. 4

(HST #R88970627)

I / We would like to attend...

Name(s): _____

Company: _____ Job Title: _____

Phone: _____ Email: _____

Note: a confirmation with location directions and times will be sent to the above e-mail one week prior to workshop date.



REGISTRATION FEE

\$295.00 + 13% H.S.T.
per person