

# 2024 DIVERSITY IN AGRICULTURE LEADERSHIP PROGRAM

PROGRAM INFORMATION



National  
Farmers  
Federation

Diversity in  
Agriculture  
Leadership





# 2024 DIVERSITY IN AGRICULTURE LEADERSHIP PROGRAM

## Overview

The Diversity in Agriculture Leadership Program supports women in agriculture to elevate their leadership through mentorship, networking, and industry partnerships.

The program is designed with women in mind - tailored to suit the needs and schedules of women in agriculture. The 5-month intensive program is a short, sharp mentoring opportunity that provides flexibility, a community of likeminded peers, and support to elevate your leadership to the next level. Each year, the program welcomes a select group of 12 aspiring leaders, ensuring an intimate and personalised experience. This allows the program to focus on your unique strengths, aspirations and challenges.

Thanks to the continued support of our Program Partners, the program is making real headways towards improved gender representation across agriculture. The program now boasts an alumni of 64 graduates who have gone on to become changemakers in their industries and communities. These graduates include executives and CEOs, business entrepreneurs, board members, community leaders, industry ambassadors and advocates.

The NFF is excited to welcome another cohort of 12 talented women to the program in May 2024.

## Contacts

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# Be a part of change. Apply now.

Designed to support the NFF's goal to double the number of women in agriculture's leadership ranks and to make agriculture an inclusive industry for all by 2030, this program offers unique opportunities and new experiences for women who are looking to take their leadership to the next level.



Scan or click  
for application website.

**Applications open  
8 March 2024**

## To apply you must:

- Be 25 years of age or over.
- Have a connection to agriculture and a vision for it's future.
- A strong interest in developing leadership skills through mentoring.
- Have taken a demonstrated step towards industry leadership.
- A desire to expand your networks.



# 2024 Diversity in Agriculture Leadership Program

**In 2024, the NFF and the committed partners will once again select 12 aspiring female leaders to join the Diversity in Agriculture Leadership Program.**

Graduates of the program have gone on to be leaders in their industries and communities with many describing the program as ‘life-changing’ and that ‘doors have opened, opportunities arisen, and a collaborative partnership forged’ through their experiences on the program.

## Program components

- Three-day leadership retreat in Canberra
- Mentoring with an established industry leader
- Engaging with industry influencers in an Inspiring Speaker Webinar Series
- Connection to the alumni network of peers across the country



## Key themes

Communication. Wellbeing. DiSC profiling. Storytelling. Defining values. Goalsetting. Media training. Advocacy. Networking. Decision making. Conflict management. Governance. Self awareness. Influence.



# Mentoring

In the vibrant landscape of agricultural leadership development, the Diversity in Agriculture Leadership Program distinguishes itself through its innovative and impactful mentoring component.

## Benefits of mentoring

- The structured approach to planning and reflection for learning.
- Access to a 'sounding board' to try out new concepts and ideas.
- A supportive environment where they are encouraged to take risks and learn constructively from failure.

## How it will work

Successful applicants will be matched with an industry-leading mentor by the Program Manager.

Participants will meet their mentor at the Canberra Leadership Retreat where they will have their first mentoring session.

Over the course of the program (June – October 2024), mentees will work with their mentor to identify their leadership goals and to develop a plan for obtaining these goals.

Mentor and mentee training will be provided at the retreat.



## Communicating

How each pair communicate after the retreat will be unique. Whatever the means chosen, mentees and mentors are expected to commit to a minimum of 40 hours interacting.

## Key dates

A timeline for the program and its components are provided below. There are two in-person events that must be attended. Webinars and cohort catch ups are always recorded to provide flexibility in the program.

### Application

#### 8 MARCH – 19 APRIL

Applications will launch on International Women's Day. Available on the NFF website, applicants will need to provide a resume and 2 x references along with their application answers.

### Leadership retreat

#### 25 – 27 JUNE, CANBERRA

The three-day leadership retreat is a required component. The retreat will be held in Canberra and participants will undertake personal and professional development, networking and meet their mentor. It is expected participants will travel to Canberra the day before.

### Online learning

#### JULY – OCTOBER

Participants will have access to industry influencers through a monthly webinar as part of Inspiring Speaker Series. They will also have the opportunity to undertake peer-to-peer learning through monthly online Cohort Catch Ups.

### Mentoring

#### JULY – OCTOBER

Participants will catch up with their mentor online for mentoring sessions where they work towards their identified leadership goals. It is expected catch ups will range fortnightly to monthly, at a time that suits the pair.

### Graduation

#### 24 OCTOBER, CANBERRA

A graduation event will be held alongside the NFF Annual General Meeting in Canberra. Details of the event are to be confirmed but it is expected that participants will need to travel the day before.

# Program FAQs

## Who should apply?

Applicants must be female and over 25 years old. The DiALP program is designed for aspiring female leaders who have already made some progress on their leadership journey.

This might include, but is not limited to, the completion of another leadership program, tertiary or vocational study or community involvement. Applicants need not be actively involved in agriculture to apply (whether that be on farm, in agribusiness, farm advocacy or another related field) however, this will be viewed favourably. Applicants **MUST** demonstrate a desire to demonstrate leadership in the agriculture industry into the future.

The NFF recognises that diversity is more than gender. Diversity includes ethnicity, cultural identity, religion, disability, gender expression and identity, sexual orientation, education, socioeconomic background and more. We encourage women of all backgrounds to apply for the program.

## How will applicants be chosen?

- Applications must be submitted by 5pm eastern standard time (EST) 19 April 2024.
- Applicants will be assessed according to the above criteria at the absolute discretion of the National Farmers' Federation.
- Applicants will be advised of the outcome of their application by early May.
- 12 applicants, subject to credentials, will be chosen to take part in the Program.

## What time commitment is required?

Applicants must, except in approved exceptions, be available to travel to Canberra for two events, the retreat 26 – 28 June 2024 and the graduation 24 October 2024 and commit to dedicating a cumulative additional 50 hours to the program.

**Associated costs:** The NFF will cover the approved costs of travel and associated expenses to a cap of \$5000.

# Program Partners

The NFF welcomes the support of the Diversity in Agriculture Leadership Program's partners and their continued commitment to making meaningful change in the representation of women at the leadership level across Australian Agriculture.





## Program impact

**49**   
mentors

**64**   
alumni

**650**   
applications

 **630**  
mentoring  
sessions at least!

**100**   
pledges and  
progress reports

**35**   
committed  
partners



## Closing the gender gap

Partners who join the program make a public pledge to create meaningful change towards gender diversity. Each year, partners report on their progress towards their gender diversity goals.

Scan or click here for  
current partner pledges