



Northern
Territory
Government



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A Woman's Capacity – Grass roots development of cattlegwomen as leaders.

Introduction

There is currently a shortage of leaders in the NT beef industry as a result of the increasing representation needs of industry issues and the declining availability of people to represent the industry. To meet this challenge the NT DPIF, with partners, developed and delivered a series of workshops aimed at increasing the leadership capacity of NT cattlegwomen.

Methods

Two series of "A Woman's Capacity" Workshops were run in 2009 and 2010 for a target audience of NT cattlegwomen. The 2009 workshop series was based on a one-day workshop delivered in seven regional locations across the NT. It focused on personal growth, communication skills, dealing with conflict and negotiation and remaining physically fit for mental strength. The 2010 workshops were delivered in nine locations and covered setting and achieving goals and maintaining physical fitness in isolated locations. Evaluation was undertaken at the end of each workshop and follow-up assessments were conducted.

Results

In the 2009 workshops participants (n=107) on average rated the usefulness of the workshop contents as 4.6 on a scale of 1-5 (1=limited usefulness, 5=Extensive usefulness). In describing the workshop, participants were extremely positive, for example a Top Springs participant said: "It's about learning to become an effective leader and communicator. Learning about yourself and how you relate and interact with others". The 2009 workshops were the first of their kind delivered right across the NT and highlighted a real need for this type of training. This was evident from the repeated words found in the feedback of "desperately needed", "long overdue" and "badly needed".

The 2010 workshops were equally well received by participants (n=79), with an average rating of 4.6 (1=not relevant, 5=highly relevant) for the relevance of the content. Attendees from the workshop found the day both challenging and empowering, "It has given me a structured time frame and steps to achieve my goal. I'm inspired, confident and feel much more driven towards the achievement - Thank you!!" said one participant at the Daly Waters workshop.

Conclusions

The 2009 and 2010 workshops highlighted the existing need in the NT cattleg industry for this type of training. The workshops were successful because of their content, but also as they were held in regional locations, provided childcare, were only one day in length, focused on participants needs, provided insights into participants' strengths and weaknesses, provided health and fitness sessions, kept the day fun and importantly provided follow-up activities. Whilst the workshops have contributed to building the skills and confidence of women in the NT beef industry, further work needs to be done by organisations wishing to engage more women as industry leaders.

Table 1. Evaluation Results 2009 Score range 1= Limited, 5= Extensive

Workshop Location	Number of attendees	Was the workshop content useful for understanding your capacity to leader or influence (eg. Within Family, Community, Industry)?	How often did you relate course content to your own personal/professional life?	Will you apply what you have learnt in this course to your personal/professional life?
Douglas Daly	16	4.6	4.3	4.1
Katherine	13	4.5	4.7	4.3
Top Springs	12	4.6	4.4	4.8
Daly Waters	21	4.6	4.5	4.1
Tennant Creek	15	4.7	4.7	4.5
Alice Springs	22	4.6	4.7	4.3
Kulgera	8	4.8	4.5	4.0
Average		4.6	4.5	4.3

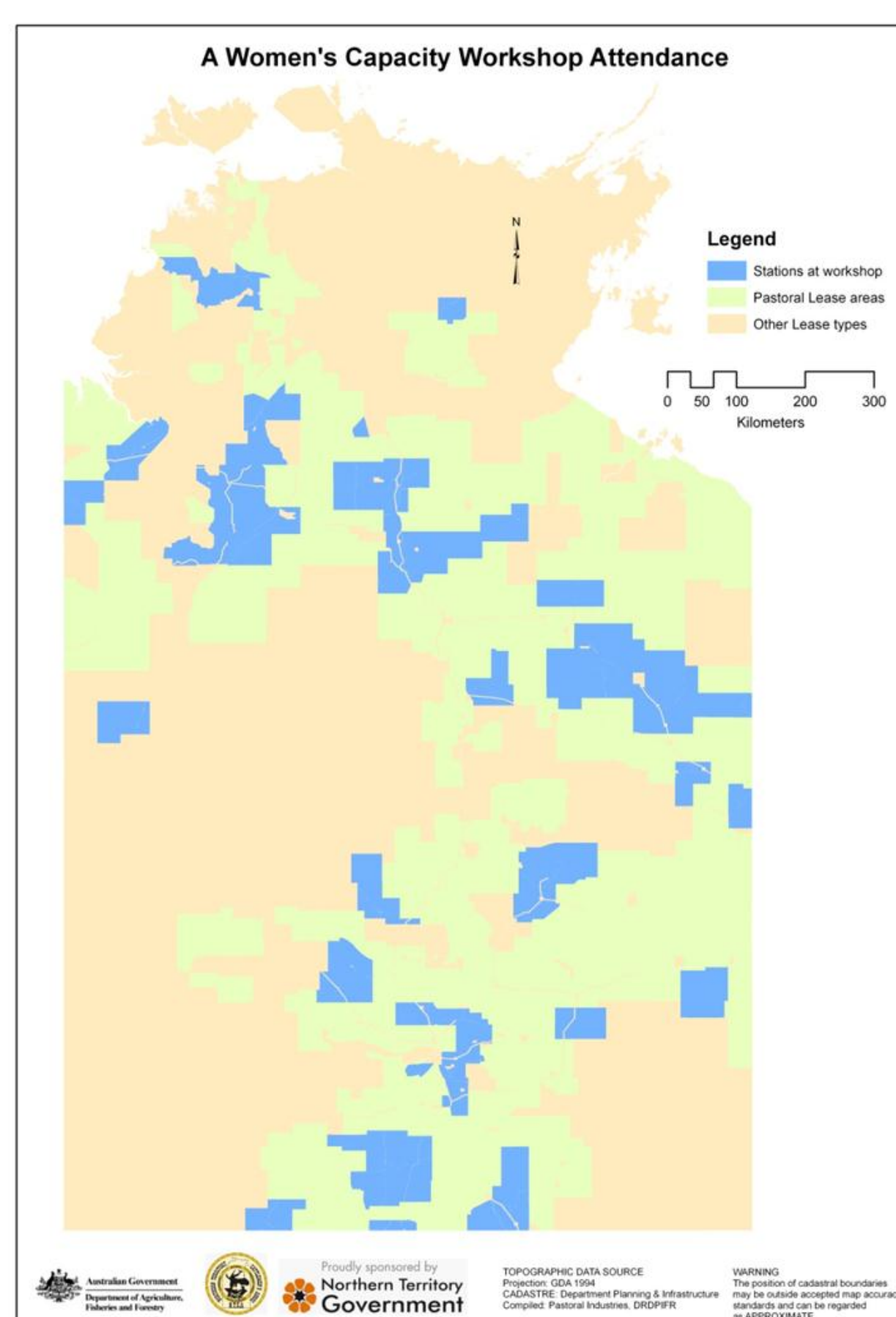


Figure 1. Map of attending cattle stations to the 2009 "A Woman's Capacity" workshops.

Location	Number of Attendees	The relevance of the content for you
Tipperary	9	4.6
Katherine	8	4.6
Top Springs	7	4.6
Daly Waters	26	4.4
Cape Crawford	0	0.0
Tennant Creek	14	4.8
Harts Range	3	5.0
Alice Springs	3	-
Kulgera	9	4.0
Average	8.8	4.6
Total	79	

Table 2. Evaluation Results 2010. Score 1 = not relevant, 5 = highly relevant. - Workshop evaluation forms were not completed

Photo 1. Jill Rigney, The Right Mind International, delivering a session at the 2009 Alice Springs workshop

