



## *CAFnews*

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**CAREERS IN  
AGRICULTURE  
AND FOOD**



**Sponsorship  
opportunities**

**Content: Staffing issues, subsidies, resumes, notifications**

December 21 2018

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## Staffing issues

### How to discipline an employee with mental health issues



Disciplining employees for misconduct when a disability is involved is a subject that should be approached with care and consideration. After an incident,

1- conduct an investigation and decide whether it was related to a disability, then

2 - If it was due to a disability, disciplining the worker carries a risk of a human right complaint or, in the unionized sector, a grievance. The employer must consider accommodation.

3- If the conduct is not caused by a disability – the employer can proceed without worry.

### The warning signs of a difficult employee



An employee may appear difficult because she/he is struggling with a personal issue or other challenges. If that's not the case, then, the signs of a difficult employee to watch for are:

- unwillingness to accept or act upon feedback or are continually blaming others for their shortcomings
- colleagues are complaining or gossiping about another
- show uncivil behaviour towards colleagues
- subtle signs e.g., raising their eyebrows when a colleague is speaking, appearing to go along with a request but then not following through and generally making up excuses

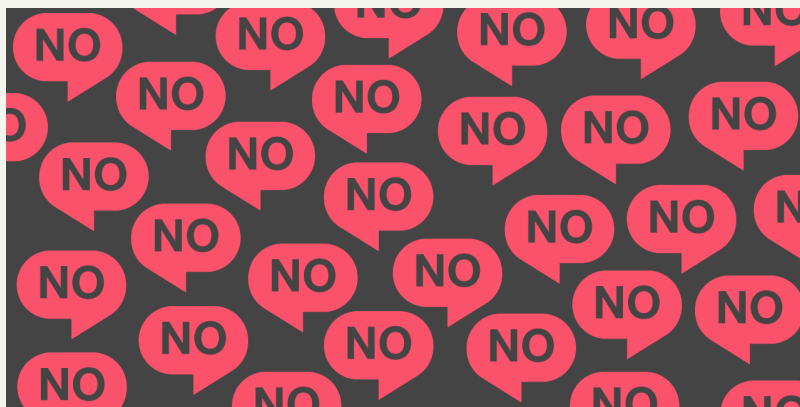
What are the signs of future leaders? How to identify them



Only 14% of

employers have a succession plan in place. To spot the right people, look at the differences between leaders and followers. 1) The leaders will offer to take on more responsibilities. They do it themselves and for the benefit of the organization. 2) They also do more *outside* of their designated role. Historically, however, organizations put their top experts into leadership roles, rather than the employees who know how to get the very best out of their staff base.

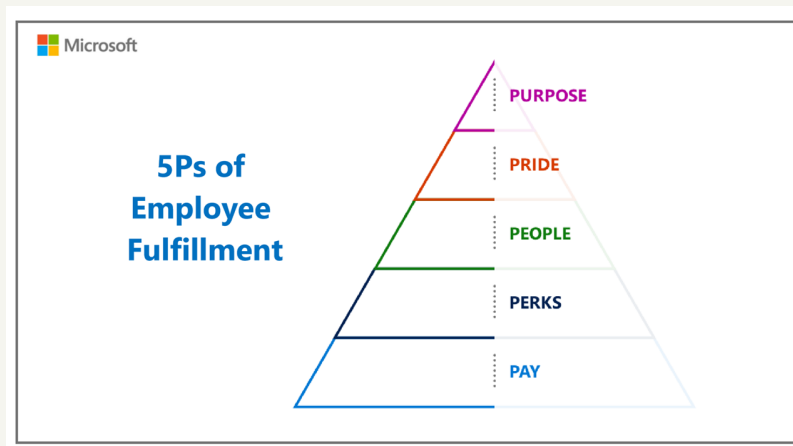
Do you have people in your team that shoot down your ideas? Or clients that give you the eye-side? Here is a perspective on how to turn negative people into positive drivers



1<sup>st</sup>, listen carefully what the naysayers is saying **and**, don't respond emotionally. Just a

simple acknowledgement will send a message of confidence and perseverance. 2<sup>nd</sup>, focus only on the elements that you can work on to improve your idea. The improvements will drive you. Invite perspectives from others in areas different from yours. This will lead you to better results. 3<sup>rd</sup>, use the insights to improve your idea so that others cannot say no or give you the side-eye. If there are still some that do, again use the comments to come up with even more creative and innovative idea. Your naysayers will only be able to say yes.

### People need a sense of purpose in their careers



People are increasingly needing to feel a sense of purpose in their careers. How do you address that? specially in large organizations such as Microsoft with 130,000 employees worldwide? Kathleen Hogan, EVP Human Resources at Microsoft, says that one of her main goals is to make sure that the company fulfills the needs of the employees. So do that she uses a pyramid of need, i.e., the **5Ps of Employee Fulfillment**.

### Canadians are 'more loyal' to companies who donate or volunteer



According to The Upside Foundation, 7 in 10 Canadians were more likely to buy from companies that supported charities than those without a clear corporate giving program.

## **Subsidies**

[Canada Summer Jobs](#). Wage subsidies to employers from not-for-profit organizations, the public-sector, and private sector organizations with 50 or fewer full-time employees, to create quality summer work experiences for young people aged 15 to 30 y. it is not restricted to students.

## **Resumes**

[Seven complimentary resumes and the candidate summary sheet are included here.](#)

## **Notices & opportunities**



**MWAF** has a webpage dedicated to promoting women that have an ag business. The only requirements are that:

- 1- The women owns 50-100% of a business
- 2- The business is in agriculture and food

The cost for an individual is only \$30/y and comes with free membership as an option. If interested, please, email us at [mbwomeninagnfood@outlook.com](mailto:mbwomeninagnfood@outlook.com)

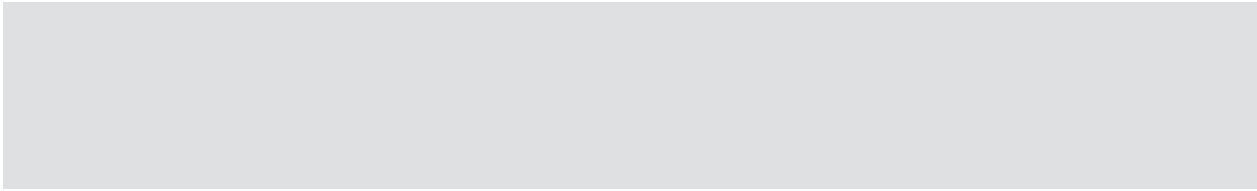
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