



THE CONTRIBUTION OF TRAINING, SELECTION CRITERIA, MENTORSHIPS AND FINANCING TO SUCCESS





Bernhardt du Toit
Langrivier Boerdery (Pty) Ltd
Ceres – Koue Bokkeveld





I farm with

- 600 workers – 242 own $\frac{1}{3}$ of shares**
- 10,000 hectares**
- 500 ha irrigated**
- 50% soft fruit and 50% vegetables**
- Own fruit pack house for export market**
- 1 October 2008**



Points of discussion

- People business – training
- Business partnerships



People business training

**We are in the people business –
without people there will no business**





**Agriculture is not a preferred sector
for new entries to the market
perception of hard work and little
money**

**Agriculture need higher schooled
labour due to mechanisation and
sophisticated production practices**



People business training

- **Started 30 years ago – training**
- **Schools in area**
- **Koue Bokkeveld Training Centre**
- **Bursary for further education**
- **Full time community developer**



- **Training focus on**
 - **Work related better performance**
 - **Person related – holistic investment**



Business partnerships

We live in a time where workers globally are participating more and more in the decision-making of business



Business partnerships

**We sold $\frac{1}{3}$ of our whole business to
242 of our workers**

“ In the heart of our business “





Business partnerships

Government

LRAD funds





Business partnerships

In the heart of the business because:

- Trust from both parties
- Commitment from me
- Goal is a content workers force
- Increased opportunities and broader horizons





Business partnerships

Professional training for trustees and beneficiaries

Professional mentorship for trustees





Case study

Corrie's father was a normal labourer

Corrie wanted to become greater than his father and became a line manager in our fruit pack shed and a director of our company



Case study

Corrie is a director of a company with a turnover of over R 50 million

The important question is where will Corrie's son end up



**“We shall never know how something
that we think, say or do today will
influence the live of hundreds of people
tomorrow”**





Lessons learned

1. Right structure
2. Keep shareholders informed
3. Healthy financial position
4. Acquire best knowledge available
5. Pay dividend in year 1
6. Energy and communication
7. Keep it plain and simple
8. Don't do it for the wrong reasons



“In total dependance on our Creator

**we enthusiastically produce
premuim quality product**

**with people who have the opportunity
to develop their full potential**

in a well preserved environment”





Boerneef
Past is history
Present is a gift
Future is a challenge

Thank you

