

# Safe Food, Sound Minds

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# THE QUESTION

**Is a focus on food safety culture  
only for the sophisticated  
horticulture business?**

or

**Does focussing on food safety  
culture lead to becoming a  
sophisticated horticulture business?**



# WHAT IS SOPHISTICATED?

Your People Feel Connected

Consistent Energy & Outcomes

Pride In The Organisation



# THE BEFORE

- **Compromised values in decision making**
- **Overall culture of silence**
- **Creates an unsafe environment – physically and mentally**



# LEADERS CLARIFY

- Engagement
- Empathy
- Explain why you have changed – be vulnerable



# LEADERS CONTEXTULISE

Solutions are  
fit for purpose

Emulsify the  
standard to  
your business

Align to  
business  
outcomes

# SAFE FOOD, HEALTHY MINDS

Food Safety Standards provide a framework of predictability

Processes and procedures allow your people to have influence in the journey

Develops trust; in colleagues, in leaders, in business

# PROCESS EMPOWERS

- Safe food processes disseminate power across the business teams
- The loudest voice doesn't have the greatest influence
- Each member of the team has the ability to contribute to healthy culture



# The main drivers in workplace bullying include poor organisational culture and a lack of leadership.

(Beyond Blue – Workplace Bullying in Australia)

Workplace Bullying is estimated to cost Australian organisations between \$6 and \$36 billion a year



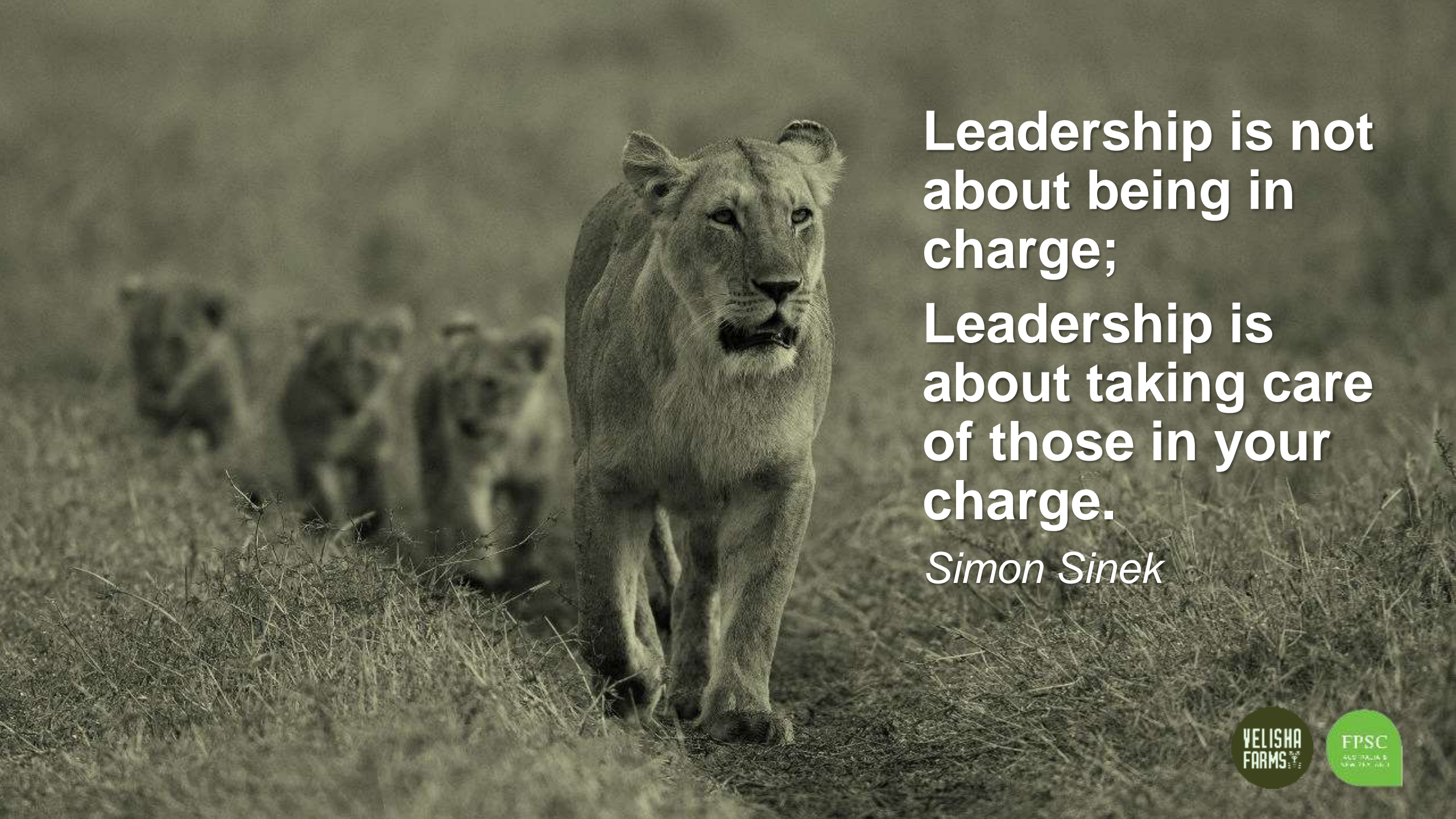
Almost 50% of employees have left a workplace due to a poor mental health environment



# LEADERS OF INDUSTRY

Leading food safety culture on a micro level leads to significant changes culturally to our industry on a macro level.



A lioness is walking towards the camera in a savanna setting. In the background, several other lions are visible, some sitting and some standing, though they are out of focus. The overall tone is sepia or muted green.

**Leadership is not  
about being in  
charge;**

**Leadership is  
about taking care  
of those in your  
charge.**

*Simon Sinek*



# CONNECT



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