



# Fane Valley

*Growing Better Together*



SAOS Conference – 26<sup>th</sup> January 2017

# About Fane Valley

- Established in 1903
- 100% farmer owned co-operative
- Annual turnover £475m
- 2,200 employees
- 28 operating locations:  
N. Ireland (23), Rep. of Ireland (3),  
England (1), Belgium (1)





# Group Structure

# Motivating Staff through a Time of Change

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# The Fane Valley Way

Growing Better Together



# Money ≠ Motivation

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## Fane Valley Way

- Benchmark remuneration every 3 years
- Incentives linked to SMART objectives

# Feeling Valued = MOTIVATION

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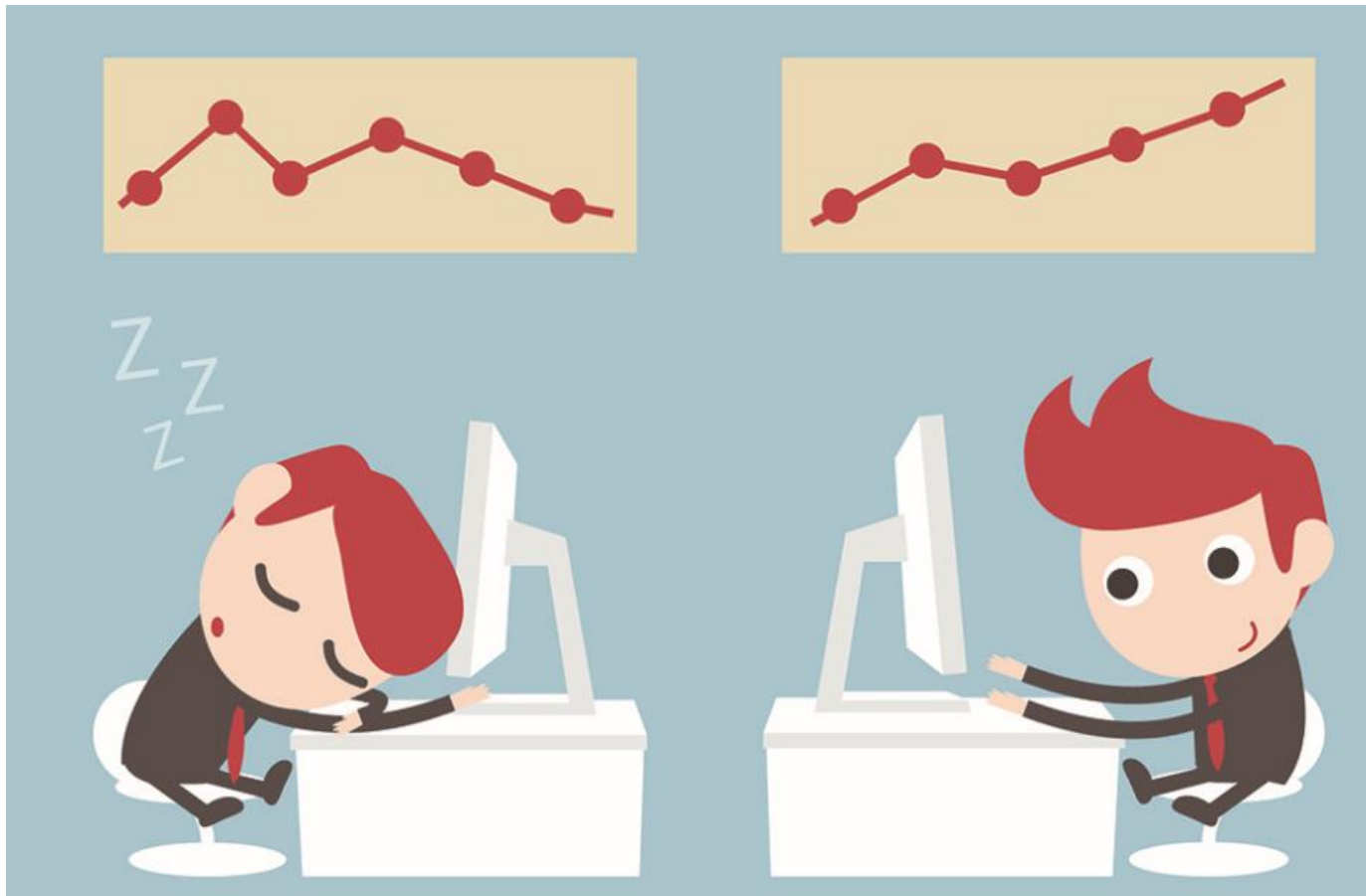


## Fane Valley Way

- Communicate purpose & strategy
- Clearly define personal roles & responsibilities
- Provide materials & equipment to do job
- Recognition/praise for doing good work
- Be inclusive
- Individual Development Plans

# Feeling Valued = MOTIVATION

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