

THE NATURE OF CHANGE

An aerial photograph of a agricultural field with dark green crops in rows. In the lower right foreground, a quadcopter drone is visible, showing its underside with four propellers and a central body. The background shows more of the field and some distant trees or buildings.

Aerial view of a field with a drone in the foreground.

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Osaava farmari Project Manager*

*Change is everywhere,
affects everyone
and
its nature
varies.*



Repetitive – change is cyclic (weekends/work weeks, months, seasons in year), expected, accepted, predictable, usually comfortable

Continuous – aging (childhood, teenagerhood, adulthood, elderliness), evolution, development, learning, growth, expected, not fully accepted nor fully predictable

Bursting – dynamic, unexpected, unpredictable, uncomfortable

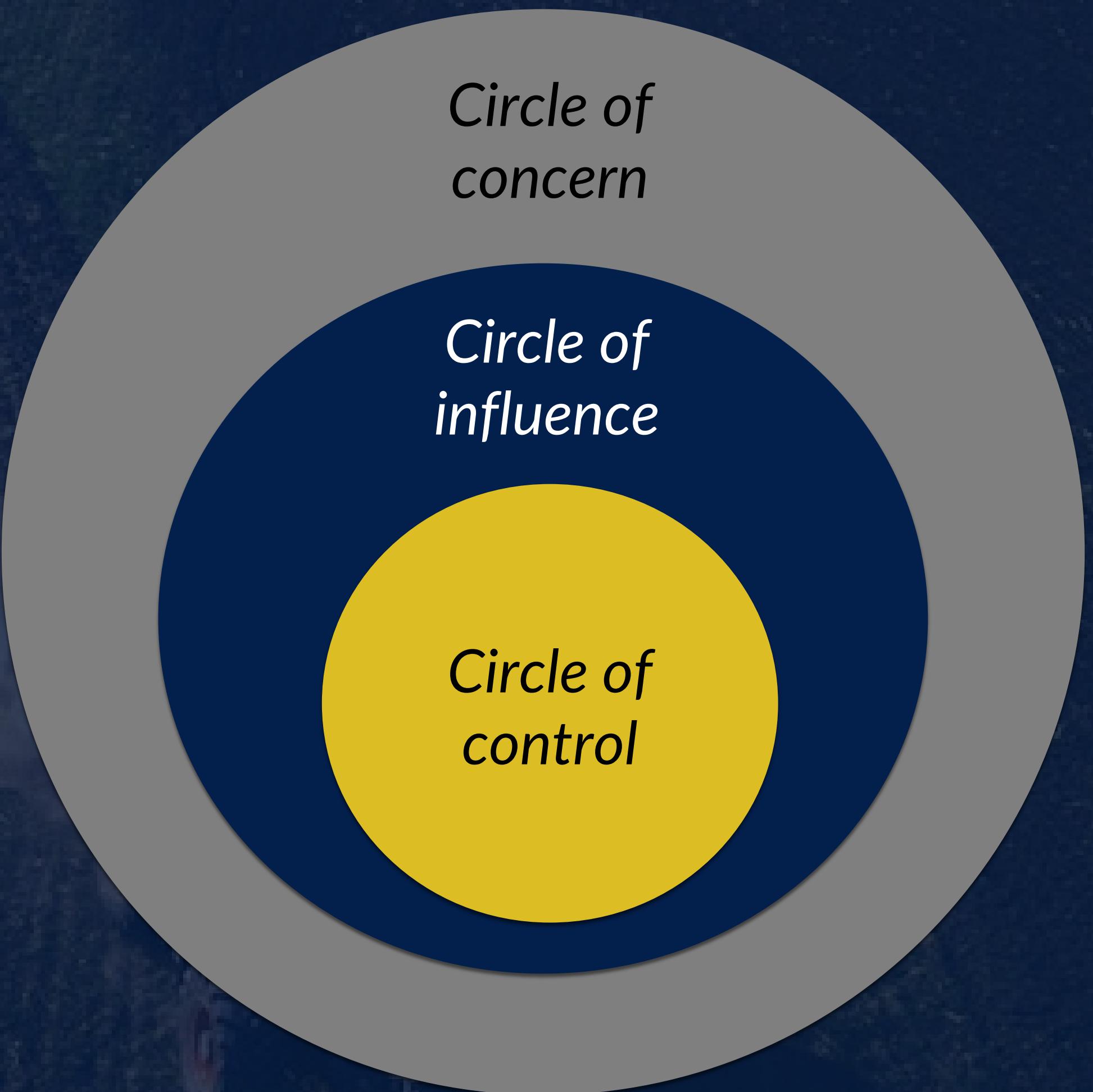
External – might be unexpected and uncomfortable and usually out of our reach

Internal – comes from us, needs conscious decisions, usually within our reach



The nature of change is wide and diverse and difficult to hold on to.

The only thing you can hold on to is yourself.



*The key question to
start with is:*

*How we make
meaning of the
change ?*





*Is it
an
opportunity
or
fear
?*



If it is fear, then:

What we are afraid of ?

Where does that fear come from?

Who else might see it as a threat?

What do we need, to feel less fearful of?

Who can help and support us in this change?

*What shift needs to happen, to start seeing this
change as an opportunity?*



If it is an opportunity, then:

What do we see about the change that we feel positive about?

How do we see ourselves and others in this change?

What do we want to achieve by using this change as an opportunity?

What we need to be mindful of, to take the most of out of this opportunity?



The nature of change itself is diverse and varies.

Therefore when experiencing change (especially this external one and unpredictable) it is good to focus on yourself in it.

Think how do you make meaning of this change:
is it an opportunity or a fear?

Think about the meaningful purpose of that change
for you.

Think who do you have around you to support you
through that change.



An aerial photograph showing a tractor spraying a field with a red liquid. The field has dark, wet patches where the spray has landed. The tractor is positioned in the center-right of the frame, moving from right to left.

OSAAVA FARMARI PROJECT

VISION AND KEY PRINCIPLES

VISION

Developing a lifelong learning model for farmers
(under-represented groups)

TARGET GROUP: FARMERS

Improving the economic, entrepreneurial and managerial skills.
Gaining motivation, skills and practices for continuous learning and managing change of the
nowadays turbulent environment.

UNIVERSITIES

Exchange of know-how between universities and the development of one's own know-how.
Design and test of short and specific training for agricultural entrepreneurs,
which will increase their skills in economics, entrepreneurship and environmental
management.

3rd wave of the courses - Autumn 2023

2nd wave of the courses - Spring 2023

1st wave of the courses - Autumn 2022



KIRJANPITO - JA VEROTUSOSAAMINEN

- Maatalayrityksen hallinnon järjestäminen
- Maatalayrityksen kirjanpito
- Maatalayrityksen tilinpäätös
- Veroilmoitus ja sen informaatio
- Tulos- ja taselaskelmat

LASKENTAOSAAMINEN

- Katetuotto
- Tuotantokustannus
- Kassabudjetointi
- Hinnoittelulaskelmat
- Investointi ja maksuvalmius



YHTEISTYÖ JA VERKOSTO - OSAAMINEN

HENKILÖSTÖJOHTAMINEN

- Rekrytointi, Alais- ja esimiestaidot
- Työlait ja palkanlaskenta
- Päivittäinen johtaminen ja henkilöstöviestintä

MAATILAN KEHITTÄMINEN - TILAN JOHTAMINEN KOKONAISUUTENA

KESTÄVYYS MAATILAYRITYKSESSÄ

- Kestävyyden ulottuvuudet
- Maatalouden ympäristövaikutukset
- Ympäristövaikutusten mittaaminen
- Maatilakohtaiset kestävyyden kehittämistoimet
- Vastuullisuusviestintä

MAATILAN RISKIEN HALLINTA

- Henkilö- ja työturvallisuusriskit
- Omaisuus- ja ympäristöriskit
- Talous- investointi- ja rahoitusriskit
- Kyberturvallisuus ja kriisiviestintä
- Maatilan riskianalyysi ja yrittäjän hyvinvointi

TUOTANTOPROSESSIEN KEHITTÄMINEN

- Maatalouden tuotantoprosessit ja niiden kuvaaminen
- Tuotantoprosessien tuottaminen ja kehittämisoaaminen
- Tuotantoprosessien toimivuuden ja seurantajärjestelmien toteuttaminen, LEAN

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