

BEL Group proves to be 'the best'



BEST RESULT: Andrea Barry (pink dress) is surrounded by supporters and colleagues at the HRINZ awards, including BEL Group business manager Justine Dalton and Lee Astridge from No8HR.

A business with strong roots to the Te Awamutu and Otorohanga communities has won a prestigious national award for its human resource initiative.

The BEL Group was recently named winner of the HRINZ 2011 HR Initiative of the Year at a gala event at The Beehive in Wellington.

The award recognises human resource initiatives that have a positive impact on total business performance.

The BEL Group is owned by Andrea Barry (nee Harker) from Te Kawa and the late Peter Barry (originally from Otorohanga).

The group consists of seven dairy farm operations in Central Hawke's Bay and is supported by Te Awamutu-based HR consulting company 'No8HR'.

In describing the BEL group initiative, judges said the 'Good-Better-Best' programme is an initiative that brings together original thinking and overlays proven HR tools in order to support the delivery of clear, consistent performance messages across the BEL Group team.

"It also shows people their pathway for progression within the BEL Group, helps them understand their current capabilities relative to business needs and articulates the skills and behaviours they need to be successful at different levels within the dairy farming industry."

"Good, Better, Best does this

in a way that supports individuals taking greater responsibility for their own development needs and career goals."

The initiative, 'Good, Better, Best' is a framework that identifies 12 skill sets and four behaviours across all roles in BEL Group.

It clearly states key performance indicators for each skill set

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ANDREA BARRY

and behaviour across three performance standards — 'Good' for the businesses minimum expectations, while 'Better' and 'Best' are pitched at the top five percent of NZ Dairy Industry performance.

Mrs Barry says it was very exciting to be announced as the national title winner.

"We received a lovely brass trophy and a generous prize which will provide \$4000 worth of team and leadership development."

"We were thrilled to win the award against such tough com-

petition from companies such as Fisher and Paykel Finance (Northern), Deloitte (Northern), Sky City (Northern), Vodafone Retail (Northern), Westpac and Rugby NZ 2011 (Central).

"The fact that this was not a dairy industry award, but a national business award is also very exciting."

"It reconfirms for me that our farms are doing the right 'people' things and that what we are doing stacks up against strong capable corporate business models."

Winning the 2011 national title for Human Resource Initiative of the Year was a glowing acknowledgement of the work the group has put into developing and recognising great performance in their people, says No8HR Principal Consultant Lee Astridge.

"The success for BEL Group at the awards was due to their willingness to tackle tough HR issues and drive business performance through their people using pragmatic on-farm approaches."

"They demonstrated real tenacity at seeing a change through and this sets them apart."

More about the initiative will be outlined in Rural Roundup early next year.

Mrs Astridge from No8HR will explain how the Good, Better, Best initiative has been successfully integrated into the BEL Group business.

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Saturday 17	9-2	Wednesday 28	9-5
Sunday 18	10-2	Thursday 29	9-5
Monday 19	9-5	Friday 30	9-5
Tuesday 20	9-5	Saturday 31	NORMAL HOURS
Wednesday 21	9-7 LATE NIGHT		
Thursday 22	9-6		
Friday 23	9-6		
Saturday 24	9-6		
Sunday 25	CHRISTMAS DAY CLOSED		
		JANUARY	
		Sunday 1	NEW YEARS DAY – OPTIONAL CLOSING
		Monday 2	NEW YEARS DAY OBSERVED OPTION CLOSING
		Tuesday 3	NEWS YEARS DAY PUBLIC HOLIDAY – OPTION CLOSING
		Wednesday 4	NORMAL HOURS RESUME

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