

Webinar:

Integrating Leadership Skills Into Your Agriculture Course Content



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Who is Realityworks?



We partner with educators, administrators and industry leaders to ensure our offerings meet their needs and make lessons truly meaningful.

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What We Will Discuss Today:

- The Need for Leadership Soft Skills – Why They Matter
- Best Practices for Teaching Leadership Soft Skills
 - Best Practice #1 – Engage Your Students
 - Best Practice #2 – Instill Professionalism in Your Classroom
 - Best Practice #3 – Integrate leadership Skills in every Class
 - Best Practice #4 – CTSO Competitive Events
- Ag Pathway-Specific Activities for Leadership Skills Application
- Q&A





What Are Leadership Soft Skills?



Important Leadership Soft Skills

- Trust
- Professionalism
- Coaching and Mentoring
- Conflict Resolution
- Decision-Making & Goal Setting
- Delegation
- Honesty & Integrity
- Diplomacy and Tact
- Determination
- Empathy
- Servant Leadership
- Team Building
- Visionary Leadership
- Optimism
- Public Speaking
- Observation
- Creativity
- People Skills

The Need for Soft Skills

Hiring Managers Prioritize Soft Skills

- 84% of employees and managers believe new hires must demonstrate soft skills during the hiring process
- 92% of companies say soft skills are as important or more important than technical skills
- 89% of hiring failures are attributed to a lack of soft skills, not technical ability

[Workforce Insists Job Candidates Must Demonstrate Soft Skills](#)

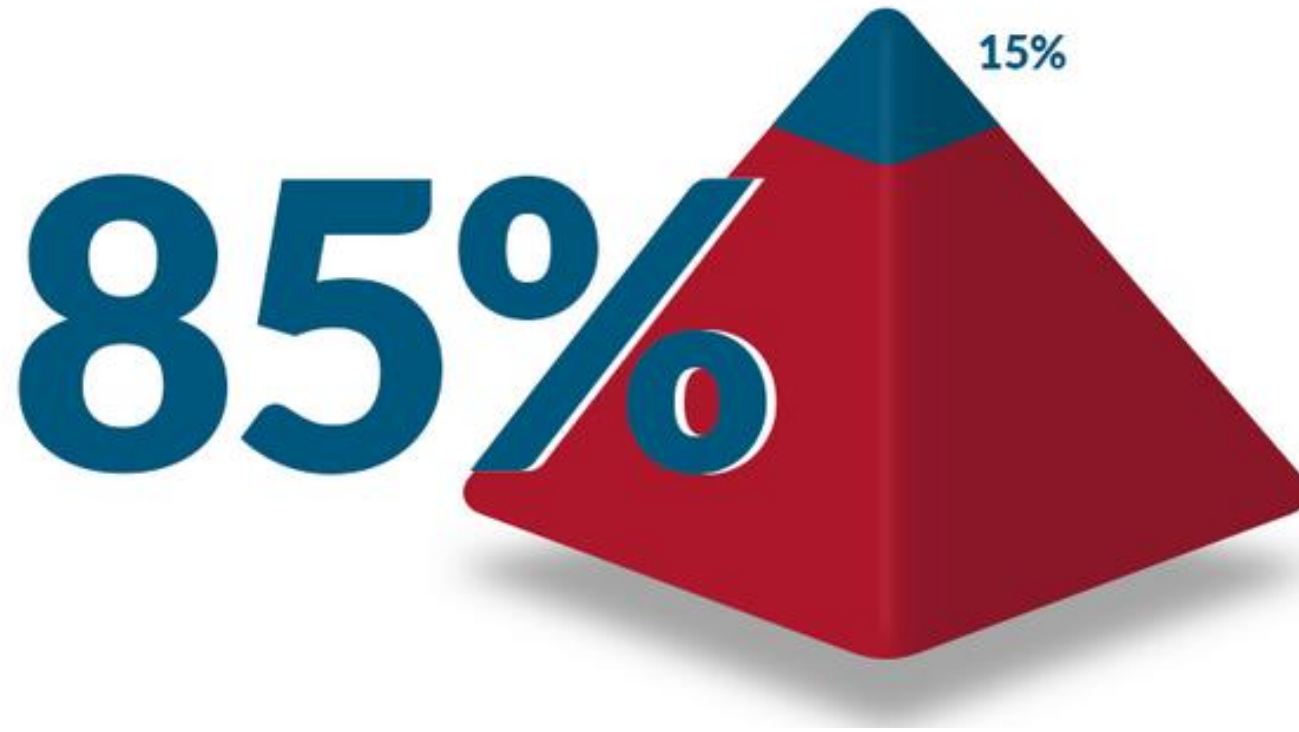
Soft Skills Drive Career Success

- A study analyzing 70 million job transitions across 1,000+ occupations found that individuals with strong foundational (soft) skills—like collaboration, adaptability, and communication—were:
- More likely to earn higher salaries
- Advance faster in their careers
- Adapt better to market changes and new technologies

[Soft Skills Matter Now More Than Ever, According to New Research](#)

Soft Skills Job Success

Research conducted by Harvard University,
the Carnegie Foundation and Stanford Research Center, has all concluded that
85% of job success comes from having well-developed soft skills and people skills,
and only 15% of job success comes from technical skills and knowledge (hard skills).



Leadership Development is Key

- **83%** of organizations consider leadership development **critical to success**. Strong leaders drive growth, innovation, and employee engagement. (Forbes)
- Companies with leadership development programs report **29% higher employee retention**. Investing in leaders fosters loyalty and reduces turnover. (LinkedIn)
- Leadership development **improves organizational performance by 25%**. Companies with strong leaders consistently outperform their peers. (Harvard Business Review)



Best Practices for Teaching Leadership Soft Skills



#1 Engage Your Students





A SPECIAL Way to Instill Confidence

- **Smile**
- **Posture**
- **Eye contact**
- **Confidence**
- **Introduce yourself**
- **Ask a question**
- **Learn and listen**



Activity: Using Confidentiality to Teach Trust

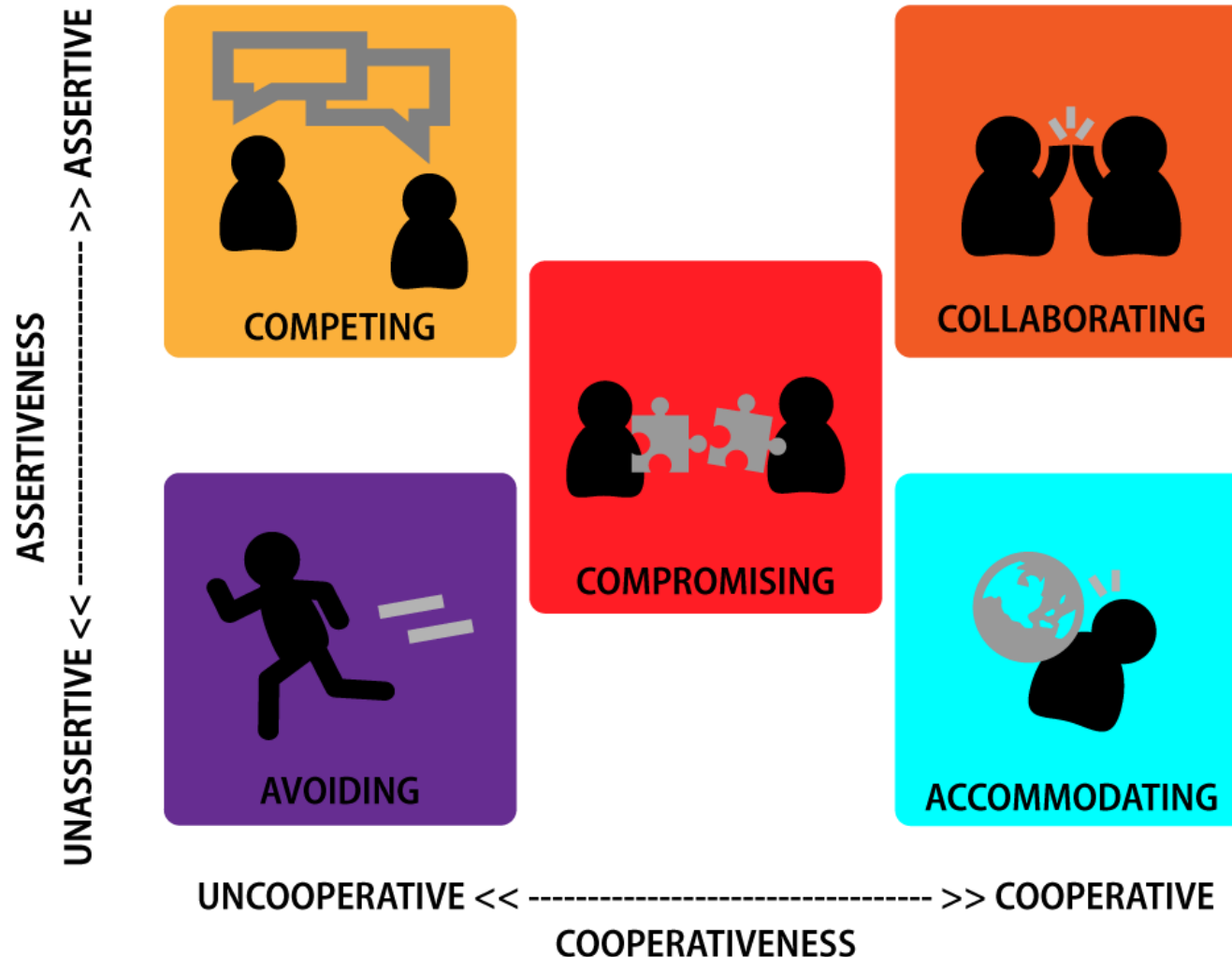


Teaching Trust Through Confidentiality Scenarios

- Sample Scenario:
- Your friend, who is also your partner and co-owner of a greenhouse, decides to go solo and open his own floral shop. It will directly compete against you. You've been through a lot together and have plenty of information that could negatively influence his reputation. Do you leak this information?



Activity: Resolving a Real-World Work Conflict Using Conflict Approach Styles



Using Conflict Approach Styles to Resolve Conflicts

1. Competing
2. Collaborating
3. Compromising
4. Avoiding
5. Accommodating

You are the owner of a local veterinary practice. Anna and Jose both work in the office. Jose was hired a few months ago and Anna has worked there for nine years. Jose, while a competent worker, tends to procrastinate. Anna works more steadily and keeps on top of her tasks. Anna complains to you that she feels she has to worry now about Jose's work, along with her own. Anna and Jose rely on each other for certain tasks to be completed. Anna is uncomfortable with waiting until the last minute.

- Because of the conflict, Jose is missing more work and you suspect it's because he wants to avoid Anna and her anger. How do you resolve this conflict? Which conflict approach style would you choose and why?

#2 Instill Professionalism in Your Classroom





Set Expectations and Lead by Example

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Activity: Coaching as a Leader



- Leading and Coaching TedX Talk
- <https://www.youtube.com/watch?v=VradB8Hka1c>

How to Coach as a Leader

1. Recognize strengths.
2. Stay objective.
3. Own the results.
4. Show empathy.
5. Know how to partner.
6. Remain curious.
7. Pick up and give subtle communication.
8. Develop a process you can replicate.
9. Ask open-ended questions.
10. Create a strategic vision for transformation.



Activity: Setting SMART Goals

SMART Goals



Creating SMART Goals

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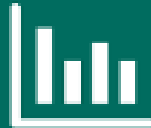
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Specific



Measurable



Attainable

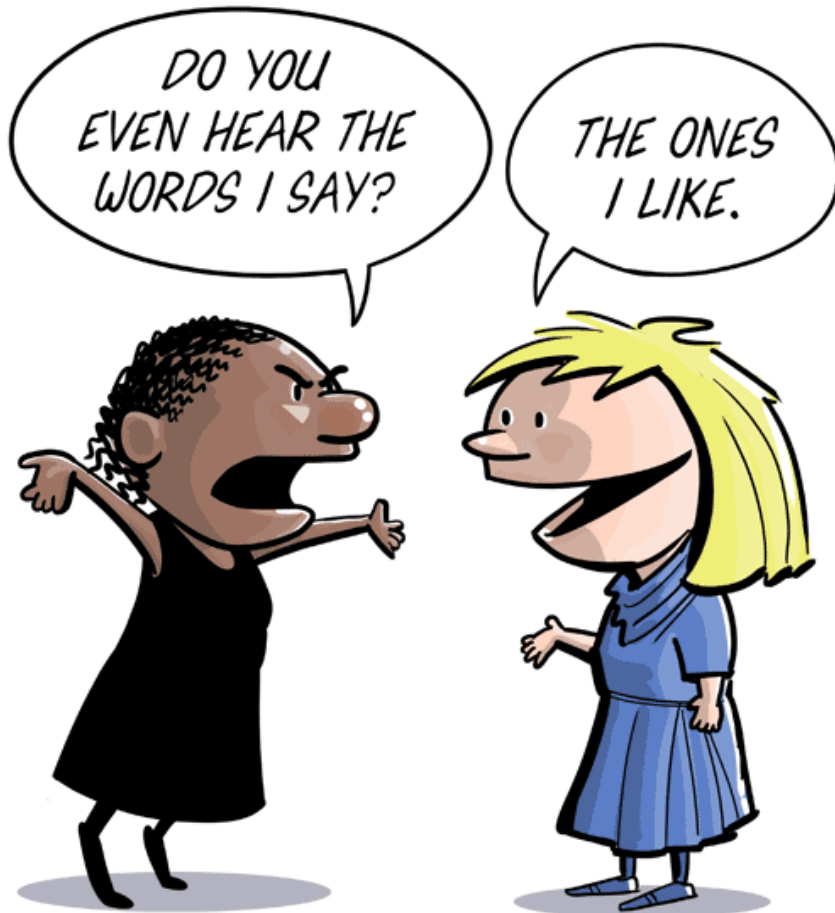


Relevant



Time Based

Activity: Communicating With Tact



- Consider the other person's viewpoint and acknowledge it.
- Consider cultural differences.
- Be discreet.
- Be gracious at all times.
- Have empathy.
- Be an active listener.
- Be respectful.

Tactful Communication

- I want that farm accident report right now.
- You are always late for your milking shift.
- I think my idea for marketing our veterinary practice is the best.
- I don't have time to stop everything and clean these stalls for you.
- You need to stop wasting time on your cell phone and spend more time doing your job.
- You get so emotional over every little thing that happens at work.

#3 Integrate Leadership Skills Into Every Class





Ice Breakers

- Collaborative work helps build communication skills
- Open-ended questions help build problem-solving skills
- Reflection activities help build critical thinking skills
- Oral speaking assignments help build self-confidence
- Prioritizing can help students develop time-management skills

Activity: Observation Scenarios



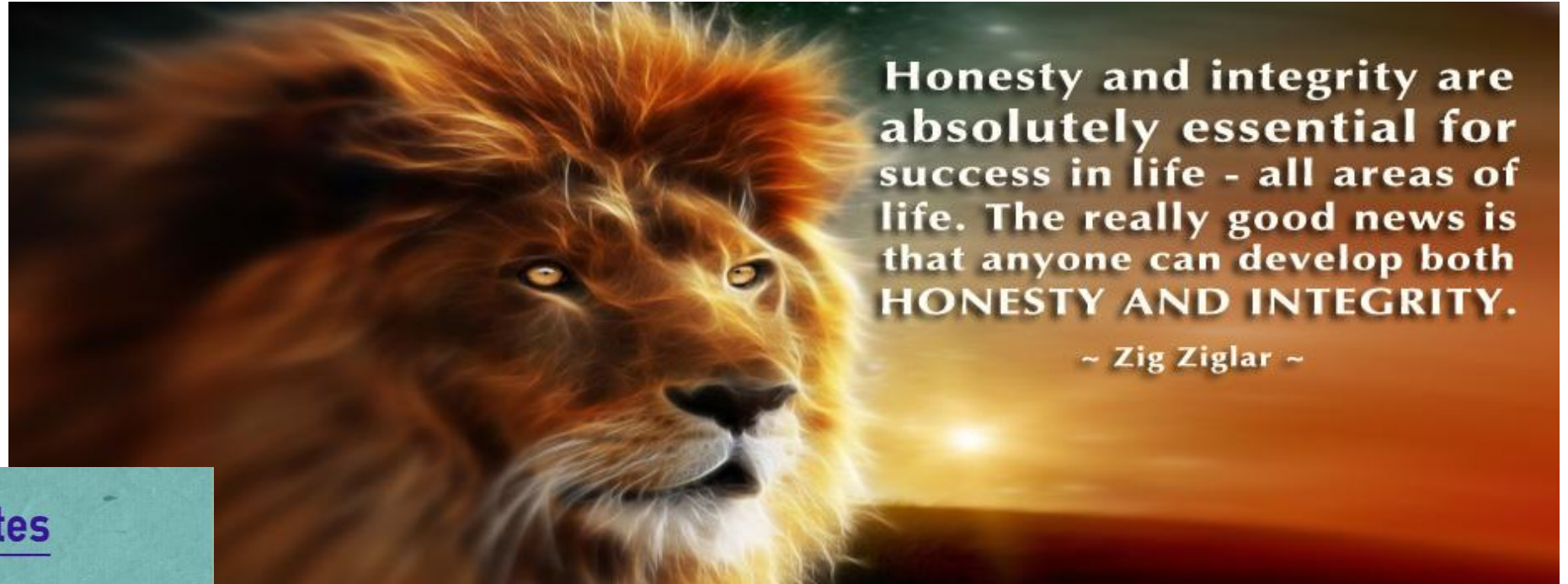
How Observant Are You?



Activity: Honesty and Integrity at Work



Honesty and Integrity Quote



Honesty Quotes

Honesty is a very expensive gift.
Don't expect it from cheap people



#4 FFA Competitive Events

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Career and Leadership Development Events

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Ag Pathway-Specific Activities for Leadership Skills Application



Plant Science: Crop Planning Leadership Lab

Soft Skills: Strategic thinking, collaboration, adaptability

Activity Overview: Students work in teams to design a seasonal crop plan for a local farm, considering soil health, climate, market demand, and sustainability.

Instructions:

- Provide data on soil types, weather patterns, and crop options.
- Assign leadership roles (planner, researcher, presenter).
- Teams present their crop plans to a mock “farm board.”
- Include a reflection session on leadership decisions and team dynamics.



Animal Science: Livestock Management Leadership Rotation

Soft Skills: Responsibility, empathy, decision-making

Activity Overview: Students rotate through leadership roles in managing a small livestock unit (e.g., poultry, goats, or cattle), focusing on health, feeding, and welfare.

Instructions:

- Create a weekly rotation schedule with leadership tasks (e.g., health checks, feed planning).
- Include daily logs and leadership reflections.
- Host a group discussion on ethical leadership in animal care.
- Encourage peer feedback on leadership effectiveness.



Ag Technology: Precision Ag Innovation Pitch

Soft Skills: Innovation, communication, persuasion

Activity Overview: Students research and pitch a new precision agriculture technology (e.g., drones, sensors, data platforms) to a panel of “investors.”

Instructions:

- Provide examples of current ag tech tools.
- Students form teams to develop a product concept and pitch.
- Include leadership coaching on persuasive communication and tech literacy.
- Host a pitch day with scoring on leadership presence and clarity



Agribusiness: Farm-to-Market Leadership Simulation

Soft Skills: Financial literacy, negotiation, strategic planning

Activity Overview: Students simulate running a small agribusiness, making decisions on production, marketing, pricing, and sales.

Instructions:

- Use a simplified business simulation platform or spreadsheet model.
- Assign leadership roles (CEO, CFO, marketing lead).
- Include challenges like market shifts or supply chain disruptions.
- Debrief with a focus on leadership under pressure and ethical decision-making.



Water Systems: Irrigation Leadership Design Challenge

Soft Skills: Problem-solving, environmental stewardship, teamwork

Activity Overview: Students design an irrigation system for a hypothetical farm with limited water resources.

Instructions:

- Provide constraints (budget, terrain, crop type).
- Teams develop a system using maps, models, or software.
- Assign leadership roles (design lead, sustainability officer).
- Present solutions and reflect on leadership in resource management.





Realityworks Leadership and Soft Skill Programs



RealCareer™ Leadership Soft Skills Program



- Teacher Guide
- Student Workbooks
- Scenario Cards

- Online version available

RealCareer™ Employability Skills Program



- Teacher Guide
- Student Workbooks
- Scenario Cards

- Online version available

RealCareer™ Middle School Employability Skills Program



- Teacher Guide
- Student Workbooks
- Scenario Cards

Ag Career Scenario Cards



Agriculture Career Scenario Cards



Horticulture Career Scenario Cards



Vet Tech Career Scenario Cards



Food Processing, Production, and Safety
Career Scenario Cards



Welding Career Scenario Cards

Five Easy Activities You Can Do With the Scenario Cards



Ice-Breaker Activity

Journaling Activity

Pre-Assessment Activity

Post-Assessment Activity

Role Playing



Questions?



Now what?

- Download our Guide: [8-Ideas-for-Incorporating-Soft-Skills-into-Any-Classroom-free-asset.pdf](#)
- [Soft-Skills-Training-Tools-Guide-2024-WEB.pdf](#)
- Free online lessons [Try Realityworks Online Soft Skills Programs](#)
- Contact us with questions!





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