

**Nollaig Heffernan**  
*solutions for every organisation at every level*

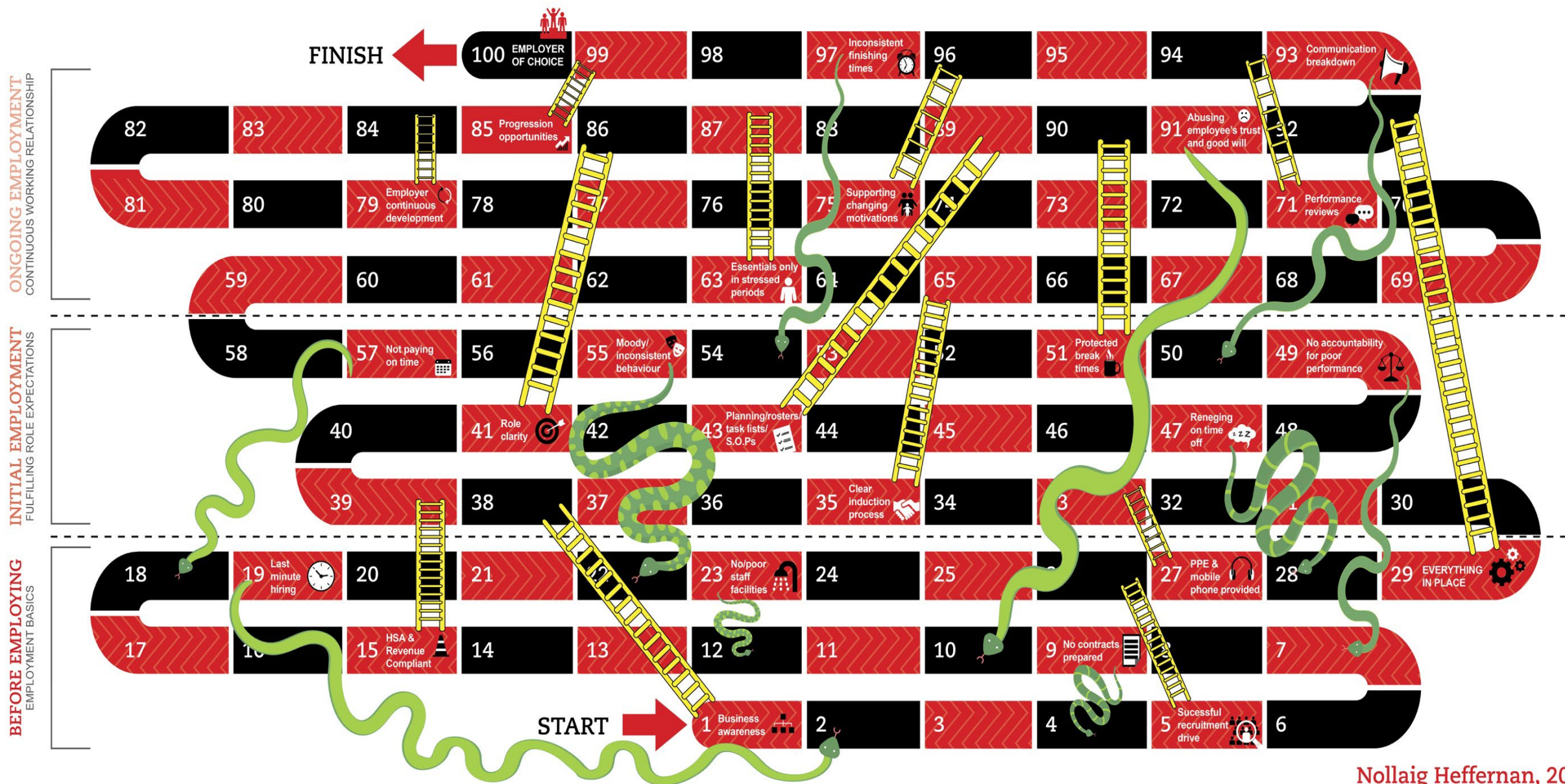
# **BECOMING AN EMPLOYER OF CHOICE**

**HERD '23 Conference**

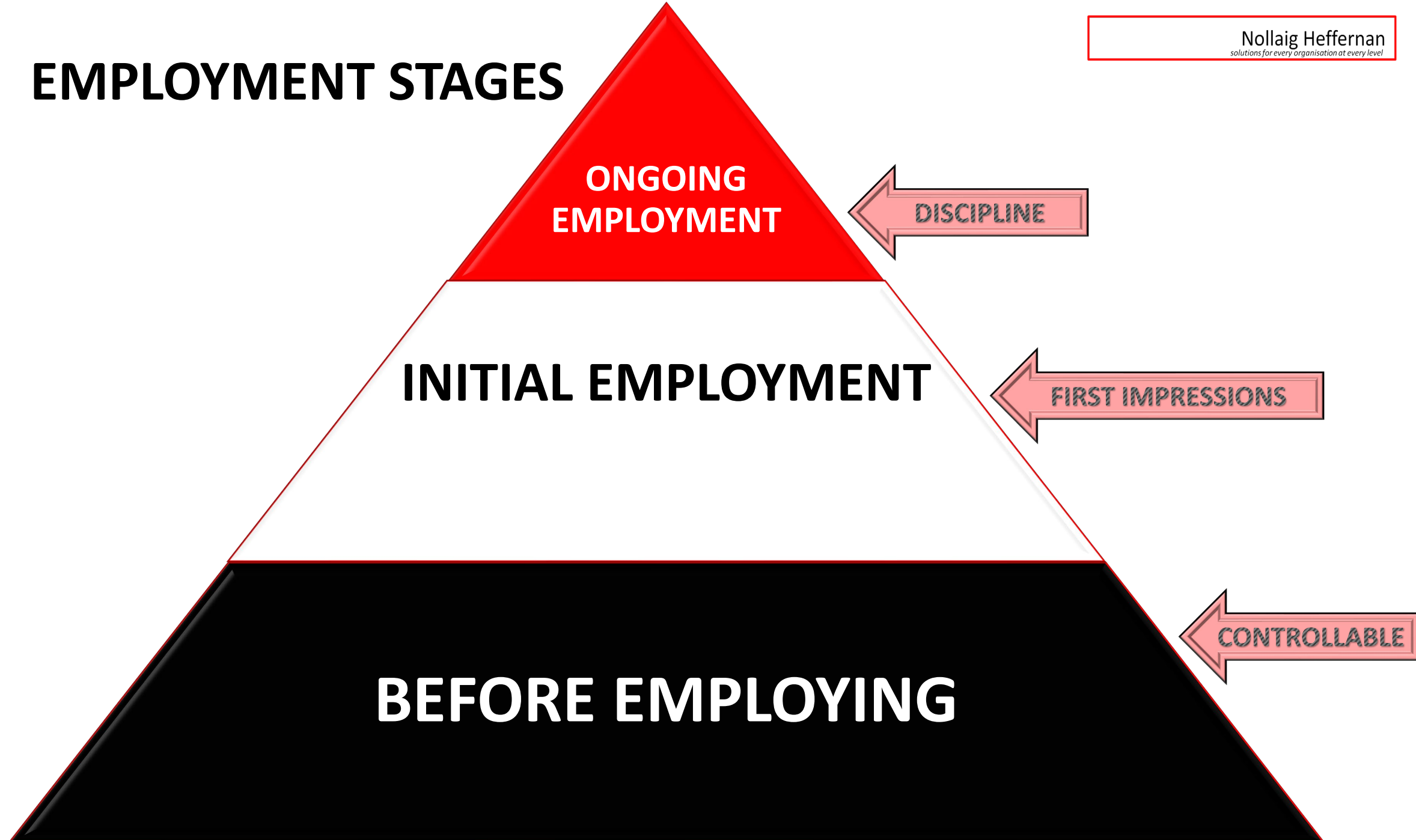
**w/ Nollaig Heffernan, PhD, CPsychol**

# THE EMPLOYING GAME

Nollaig Heffernan  
solutions for every organisation at every level



# EMPLOYMENT STAGES



2023	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
MONDAY						1						
TUESDAY						2		HC €€€	1			
WEDNESDAY			1			3			2		OT FYMX	1
THURSDAY			2			4			3			2
FRIDAY			3			5			4			3 DO
SATURDAY			4	SP	1		6		5			4
SUNDAY			5		2		7		6	OrgFERTX	1	5
MONDAY			6		3		8		7		2	6
TUESDAY			7		4		9		8		3	7
WEDNESDAY			8	TP	5		10		9		4	8
THURSDAY			9		6		11		10		5	9
FRIDAY			10		7		12		11		6	10 DO
SATURDAY			11		8		13		12		7	11
SUNDAY			12		9		14		13		8	12
MONDAY			13		10		15		14		9	13
TUESDAY			14		11		16		15		10	14
WEDNESDAY			15	CR	12	SR	17		16		11	15
THURSDAY	OrgFERT		16		13		18		17		12	16
FRIDAY	FYM		17		14		19		18	FERTX	13	17 OFF
SATURDAY			18		15		20		19		14	18
SUNDAY			19		16		21		20		15	19
MONDAY			20	CScows	17		22		21		16	20
TUESDAY			21		18		23		22		17	21
WEDNESDAY			22		19		24		23		18	22
THURSDAY			23		20		25		24		19	23
FRIDAY			24		21		26		25		20	24
SATURDAY			25		22		27		26		21	25
SUNDAY			26		23		28		27		22	26
MONDAY			27		24		29		28		23	27
TUESDAY		HCX			25		30		29		24	28
WEDNESDAY			28		26		31		30		25	29
THURSDAY	FERT				27				31		26	30
FRIDAY					28						27	31
SATURDAY					29						28	30
SUNDAY					30						29	31
MONDAY											30	
TUESDAY											31	

Intense calving

Less intense calving

Calving fatigue

Calving review

Order tags

Tail paint

Condition score cows

Top-up TP & Scanning

AI

Bulls

Breeding review

Grass walk

Silage window

Silage review

Hedge cutting open

Hedge cutting close

Organic fertiliser open

Organic fertiliser close

Chemical fertiliser open

Chemical fertiliser close

Farm yard manure open

Farm yard manure close

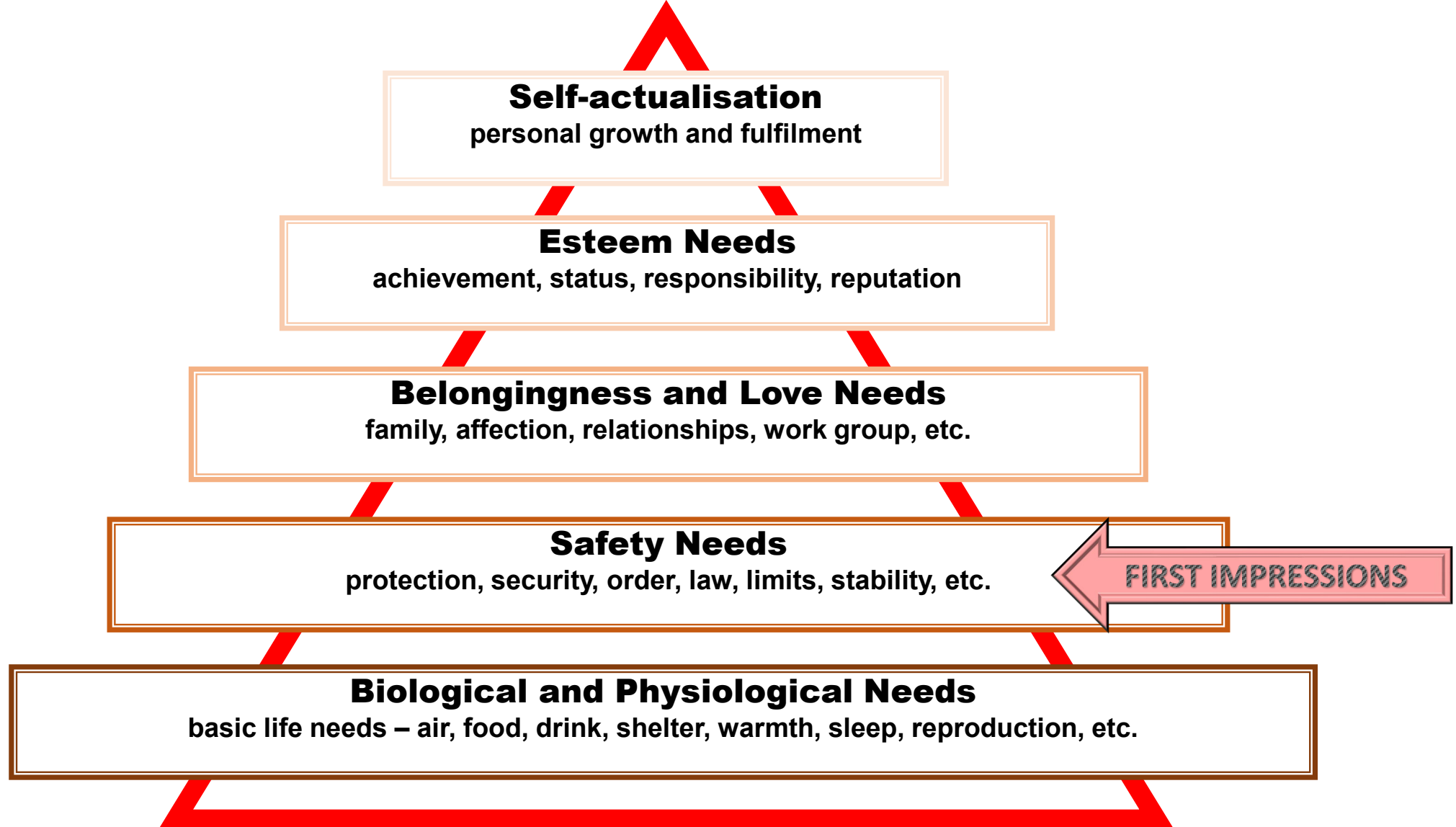
Fencing focus

Shed preparation

H<sub>2</sub>O Inspection

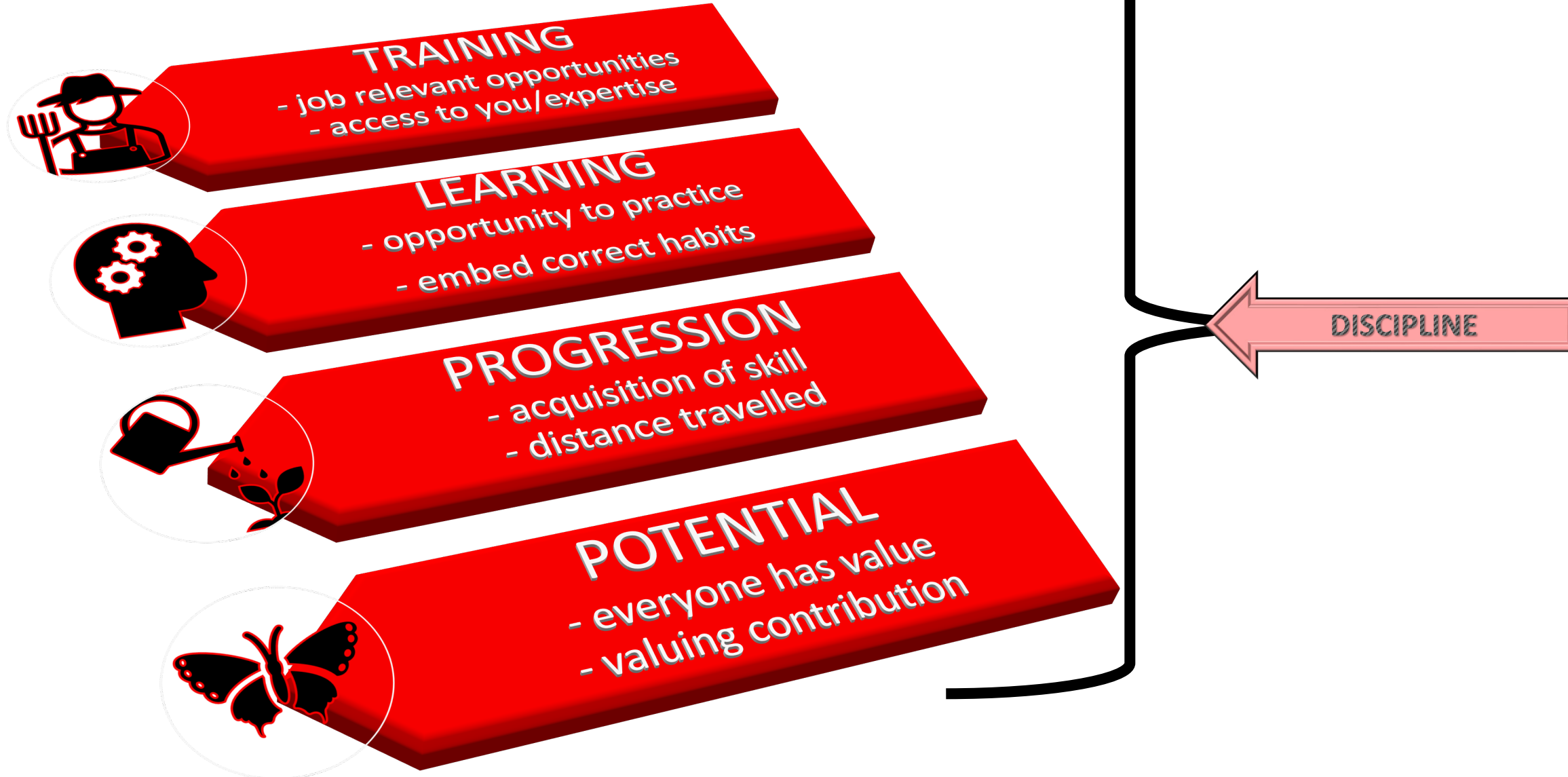
Farm related events

# INITIAL EMPLOYMENT: HUMAN NEEDS

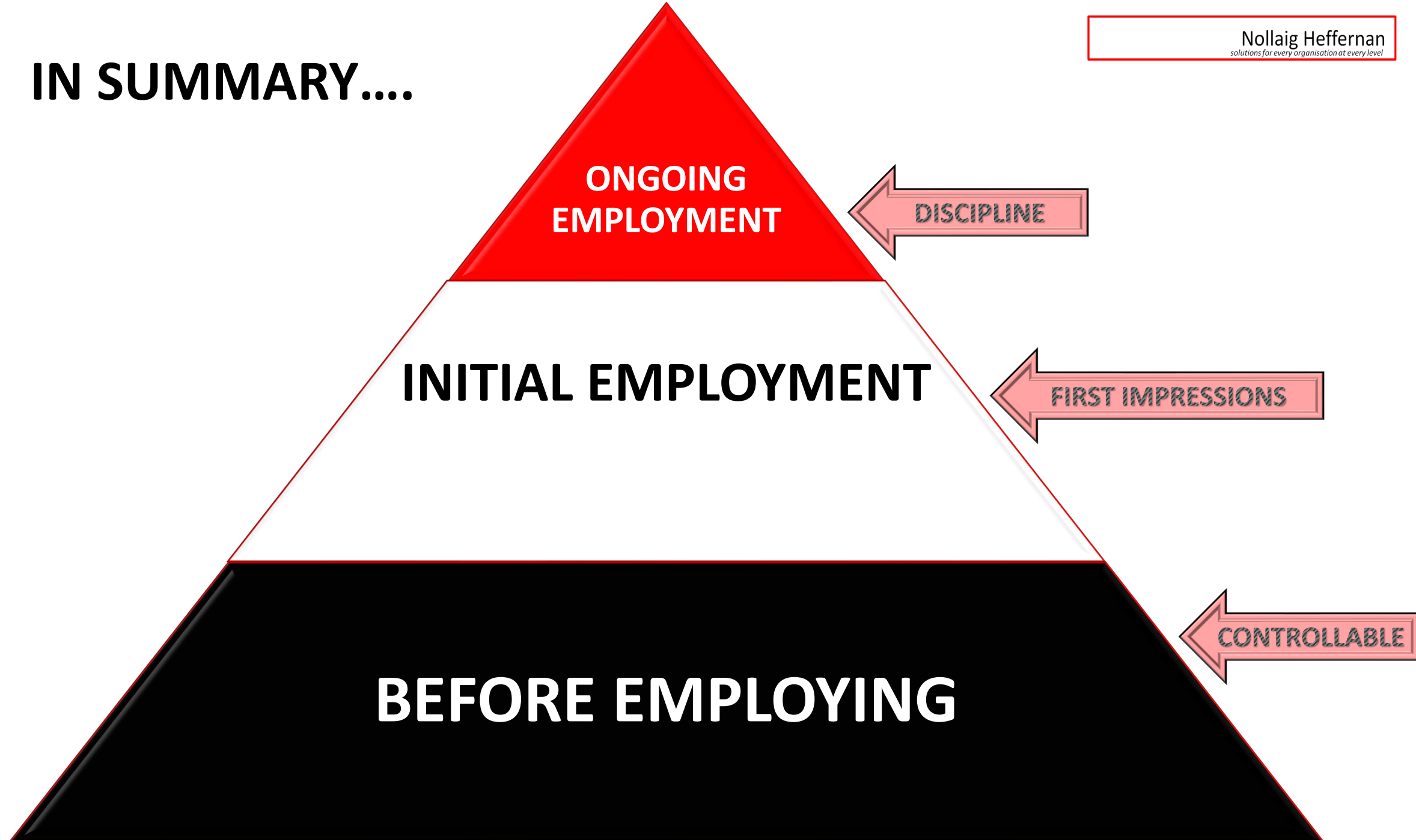




# ONGOING EMPLOYMENT



# IN SUMMARY....



**THANK YOU!**