Scott and Declan - Farm Learning Plan

Scott Sassman - "The Do-er Leader"

Strengths - Physically fit, hands on, leadership, problem solving, responsible, practical, animal friendly, proactive, highly moral.

Best Fit Roles and Functions

Farm Operations Supervision (Hands on Leadership)

Shadow Johan Swart to understand farm management

Oversee Farm Managers and Field Supervisors during daily work

Delegate tasks and monitor progress of farm labour (85 per farm)

Problem solving for operational issues on the farm

Animal and Farm Maintenance

Manage livestock or any farm animals present

Ensure animal welfare, feeding, and general care

Oversee farm machinery usage with Ops Manager for daily tasks

Extraction Plant Participation (Main Farm)

Rotate through shifts to see processing of hemp

Hands on work with extraction operators, learn plant workflow

Community and Staff Interaction

Help with HR led staff onboarding and training

Mentor junior staff in practical farming skills

Where He Overlaps with Declan

Supervising irrigation and fertigation operations with Declan to learn technical aspects

Greenhouse and germination tasks - Scott can supervise labour, Declan focuses on technical procedure

Extraction Plant - Scott leads in workflow coordination, Declan focuses on technical troubleshooting

Declan Sassman - "The Analytical Technician"

Strengths - Analytical, technical, perfectionist, methodical, routine oriented, practical, observant, detail focused.

Best Fit Roles and Functions

Extraction Plant and Processing (Main Farm)

Learn operation and maintenance of Extraction Plant and Drying Plant

Monitor quality control, technical troubleshooting

Work with Ops Manager to understand machinery and workflow

Irrigation and Fertigation Management

Learn drip and sprinkler system installation

Oversee reservoir pumping and water distribution

Analyze crop irrigation efficiency

Greenhouse and Germination

Monitor seed germination, transplantation schedules, and soil preparation

Focus on precision tasks: planting, layering mulch, soil consistency

Document outcomes, timing, and process improvements

Technical Equipment Handling

Tractor, planter, and harvester operations (with supervision from Rob and Johan)

Observe and learn machinery maintenance and repair

Where He Overlaps with Scott

Greenhouse/germination - Declan handles technical accuracy, Scott supervises labour

Irrigation and fertigation - Declan monitors flow and efficiency, Scott coordinates team

Extraction Plant - Declan handles machine operation, Scott manages workflow and staff coordination

Suggested Rotation Plan for Maximum Learning

Objective - Scott and Declan gain full operational understanding of Hemp 4 Life in 12 to 18 months.

Rotation Area	Duration	Roles/Responsibilities
Farm Operations Supervision	1 to 2 mnth p/f	Scott leads team, Declan observes technical processes
Irrigation and Fertigation	2 weeks p/f	Declan manages technical tasks, Scott supervises staff
Greenhouse and Germination	1 to 2 mnths	Declan ensures technical precision, Scott manages labour
Extraction Plant - Main Farm	1 month	Declan operates machines, Scott coordinates workflow
Tractor and Machinery Training	2 weeks p/f	Declan learns technical operation, Scott coordinates logistics
Admin and Staff Coordination	Ongoing	Both attend HR-led sessions, Scott leads mentoring, Declan observes process and documentation
Executive Meetings	Ongoing	Both attend meetings, observe decision-making and strategic planning

Learning and Development Principles

Scott - Focus on people management, delegation, problem solving, operational oversight

Declan - Focus on technical precision, machinery, process analysis, quality control

Overlap Areas - Supervision and technical work, extraction plant, greenhouse/germination, irrigation

Fast-Track Learning - Assign responsibilities in phases to give them hands on experience early, while shadowing executive team

Leadership Exposure - Attend all Executive meetings with Ben to understand business strategy and decision making

Summary

Scott - Leadership, execution, problem solving, staff supervision, animal and farm operations

Declan - Technical precision, machinery, irrigation, extraction, quality control

Rotations ensure complementary skills, shared experience, and exposure to all operational areas

Overlap ensures both learn teamwork, delegation, and hands-on problem-solving