

PROGRAM OVERVIEW

Develop leadership capability and advance your future in ag retail

The CAAR Ag Retail Management Certificate is a nine-month professional development program designed to prepare experienced ag retail professionals for greater leadership responsibility within their organizations.

Delivered by industry and subject matter experts, the program strengthens leadership capability, communication effectiveness, business decision-making, and operational confidence in a practical and applied learning environment.

Participants develop the skills needed to lead teams, manage resources effectively, strengthen customer relationships, and represent their organizations with professionalism across the ag retail sector.

This program is intended for professionals with five or more years of experience who are preparing for supervisory, management, or team leadership roles.

PROGRAM SCHEDULE

The instructional portion of the program runs from July to December 2026, followed by completion of four required CAAR Connect Sessions between September 2026 and April 2027.

Participants must complete all program components to receive the CAAR Ag Retail Management Professional Certificate.

June	Self Directed	• DiSC Workplace Behavioral Assessment test • Grow Your Brand: Personal and Professional Brand Development
July 6 & 7	In Person - Saskatoon, SK	• Program Launch • Preparing for Ag Retail Audits • DiSC Workplace Practical Application Workshop • Networking: How to Connect and Build Professional Relationships • Seeds Canada Reception • Panel discussion with CAAR members • Maximizing LinkedIn for Professional Success
August 11	Virtual - 10:00 - 12:00 CDT	• Financial Awareness for Operational Decision-Making
September 8	Virtual - 10:00 - 12:00 CDT	• Developing and Managing Customer Relations
October 13	Virtual - 10:00 - 12:00 CDT	• HR Management in Agriculture
October	Self Directed	• Mental Health Reflection Exercise
November 17	In person - Regina SK	• Strategic Business Decision-Making
December 1	Virtual - 10:00 - 12:00 CT	• Leadership for Mental Health in the Workplace
September 2026-April 2027	Virtual - 12:00 - 1:00 CT	• 4 CAAR Connect Sessions of your choice

PROGRAM COURSES & DESCRIPTIONS

CAAR Connect Sessions (Participant Selection – Four Required)

Sessions provide exposure to emerging trends, regulatory developments, applied insights, and practical innovations in the ag retail sector while strengthening industry awareness, supporting decision-making, and expanding professional connections.

Facilitator: Various

Virtual: September 2026 - April 2027

DiSC Workplace: Insights for Leadership Success

Participants complete the DiSC Workplace behavioural assessment and learn how communication styles and workplace priorities influence collaboration, while developing strategies to work more effectively with others.

Facilitator: Phil Griffith, Stoneridge Consulting

Self Directed: June 2026, In Person: July 6, 2026

Grow Your Brand: Personal and Professional Brand Development

Participants explore how professional reputation shapes leadership opportunity and organizational credibility while developing a consistent leadership presence that reflects confidence and professionalism.

Facilitator: Crystal Mackay, Loft32

Self Directed: July 2026

Leadership for Mental Health in the Workplace

This session explores the role of leaders in supporting mental health in the workplace. It builds on self-reflection to create practical strategies for strengthening workplace culture, recognizing challenges, and supporting team wellbeing.

Facilitator: Merle Massie,

The Do More Agriculture Foundation

Self Directed: October 2026, In Person: November 17, 2026

Networking: How to Connect and Build Professional Relationships

Develop practical networking strategies tailored to the ag retail environment. Participants learn how to build meaningful industry relationships, strengthen supplier and customer connections, and expand professional influence.

Facilitator: Crystal Mackay, Loft32

In Person: July 6, 2026

Strategic Business Decision-Making

In groups, participants will apply leadership, operational, HR, communication, and financial and marketing concepts to an industry-relevant challenge, synthesizing their learning into practical strategic direction and contributing to a collective strategy dialogue at the conclusion of the instructional portion of the program.

Facilitator: Justin Funk, Agri Studies Inc

In Person: November 17, 2026

Developing and Managing Customer Relations

Strengthens participants' ability to support sales conversations, understand customer priorities, and contribute to long-term relationship strategies.

Facilitator: Justin Funk, Agri Studies Inc

Virtual: September 8, 2026

Financial Awareness for Operational Decision-Making

Introduces practical financial concepts that support stronger business decision-making. Participants learn how to interpret financial indicators, understand cost drivers, and contribute to operational planning and profitability discussions.

Facilitator: Justin Funk, Agri Studies Inc.

Virtual: August 11, 2026

HR Management in Agri-Business

Explores recruitment, onboarding, performance conversations, workplace expectations, and strategies for building inclusive and productive workplace cultures.

Facilitator: Viktoria Schuler, CAHRC

Virtual: October 13, 2026

Maximizing LinkedIn for Professional Success

Develops participants' ability to strategically use LinkedIn to strengthen their professional reputation, elevate their organization's brand, expand industry networks, and support long-term business relationships.

Facilitator: Lisa Siragusa, CAAR

In Person: July 7, 2026

Preparing for Ag Retail Audits

Provides practical guidance on preparing for facility audits and maintaining compliance within ag retail operations. Participants learn what auditors look for, how to organize documentation, common areas of non-compliance, and strategies for successfully navigating the audit process.

Facilitator: Terri Hamilton, T. Hamilton Consulting

In Person: July 6, 2026

Program Overview

✓ Ideal Participants

Designed for:

- Ag retail professionals preparing for management roles
- New or emerging supervisors and team leads
- Mid-career professionals seeking greater responsibility
- Individuals with five or more years of industry experience

✓ Learning Outcomes

By the end of the program, participants will:

- Strengthen leadership confidence and professional presence
- Improve decision-making using financial and operational insight
- Communicate more effectively across teams and organizations
- Manage employees using practical HR strategies tailored to ag retail
- Build stronger customer and stakeholder relationships
- Apply behavioural awareness tools to enhance workplace effectiveness
- Lead teams with clarity, accountability, and purpose
- Expand their professional network within the ag retail industry

✓ Delivery Format

The program includes live virtual instructor-led sessions, two mandatory in-person workshops, four selected CAAR Connect Sessions, self-directed learning modules, course assignments, and a final group capstone project.

Participants are expected to attend 100% of sessions. Session recordings are not provided.

PROGRAM INVESTMENT

Program fee: **\$3,500** CAD (plus applicable tax)

Includes:

- All program courses and material
- Seeds Canada Reception ticket (July 6, Saskatoon, SK)
- CAAR Convention full registration pass (*November 17-19, Regina, SK*)
- Capstone project participation
- Free access til end of program to CAHRC Agri-Toolkit

Not included:

- Travel and accommodation for in-person sessions. Saskatoon - July 6 & 7; Regina - November 17-19

To register, please visit: www.caar.org/AgCertificate

Registration deadline: Friday, May 22, 2026

Contact: Lisa Siragusa, Member Relations & Training Manager lisa@caar.org 204-989-9309

Last update: July 14, 2026