




Agricultural Workforce Management Conference



Agricultural Workforce Management Conference

November 17th and 18th, 2008
Days Inn, Brookings, SD

Day 1 – November 17th, 2008

- 9:00** Registration
- 10:00** General Session – Introduction, Instruction, Conduct Initial Survey via Responders
- 10:30** How Much are your Employees Worth? – Roger A. Milligan & Bernard L. Erven
- 12:00 (noon)** Lunch
- 12:30-1:20** Multi Generational Work Ethics – Karla Trautman, Instructor and Leadership Development SD Cooperative Extension Specialist, The landscape of the workplace is changing. As baby boomers continue to work longer and we strive to keep our young adults in South Dakota, the working environment will be challenged to welcome and embrace the complexities of multiple generations working and planning for the future – TOGETHER. (Dr. Vikram Mistry – Moderator)

1:30-2:20 Breakout Session A

2:30-3:20 Breakout Session B

Breakout Session A and B options			
<i>Recruiting and Hiring Outstanding Staff</i> – Bernard Erven	<i>Coaching to Develop People/Performance Feedback</i> – Robert Milligan	<i>Understanding and Managing a Multicultural Workforce</i> – Alvaro Garcia	<i>Turnover Symptom or Disease</i> – Chuck Schwartzau

3:20-3:40 Afternoon Break

3:45 Industry Panel Discussion – Focusing on “How to Attract and Keep Employees” (David Skaggs – Moderator)

Local Dairy Producers

Marv Post – Dairy Producer, Volga, SD
Howard Manlove, Dairy Manager, Midwest Dairy Institute, Milbank, SD
Patty DeZeeuw, D&D Crop Insurance

6:00 Reception and Social

6:30 Supper and Evening Keynote Address – Dr. Robbi Pritchard, SDSU Distinguished Professor in Ruminant Nutrition – “Really, that’s what we’re supposed to do?” (Dr. Vikram Mistry – Moderator)

Day 2 – November 18th, 2008

8:00-8:50 General Session – “Being a Boss vs. Being a Buddy” – Bernie Erven, Ohio State University, Many managers want to be their employees’ best friends, but what happens when you need them to treat you like the boss? This session will help managers learn to walk that fine line.

9:00-9:50 Breakout Session C

Breakout Session C and D Options		
<i>Farm Employment Rules and Regulations: What you need to know</i> – Rolly Samp, Attorney	<i>Creative Compensation: What your pay should say</i> – Chuck Schwartzau	<i>Guest Workers in Agriculture – The H-2A Program</i> – Kevin Opp, Employment USA

10:00-10:30 Morning Break

10:30-11:20 Breakout Session D

11:30-Noon Lunch – Keynote Address – “Getting to We” – Bernie Erven, Ohio State University, How do employees make the transition from thinking of it as “your” business to “our” business? Of all the skills an employee must learn, sometimes the most important is the journey from “you” to “we”.

1:00 Wrap up, Conduct Final Participant Survey

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South Dakota’s Agricultural foot print is changing, and with that so are the skills required by the owners and managers of these operations. Many producers have degrees in livestock or crop production, however they are missing the human resource management training and many times do not know where to turn to make sure they are following the ever changing hiring rules and regulations. If you employ one or one hundred additional workers on your operation this workshop is geared to provide you with tools and tips to make hiring a profitable, stress free part of your operation.

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Sponsored by



South Dakota
Cooperative Extension Service



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D40: 3,500 printed at \$0.?? September 2008.

Agricultural Workforce Management Conference – Guest Speakers



Bernard (Bernie) Erven

Bernie Erven is professor emeritus of agricultural economics at Ohio State University. At Ohio State his teaching, extension and research activities were in human resource management and business management. He continues to teach a course in Human Resource Management in Small Businesses at Ohio State. His consulting work with small businesses through Erven HR Services LLC focuses on family business relations and human resource management. For nearly 40 years he has worked on issues such as hiring, training, motivation, discipline, compensation, and performance feedback. He also does workshops on succession and human relations in family businesses, communication, handling the stress of management, team building and time management. His work on these important topics has taken him to more than 30 U.S. states and Canadian provinces.



Alvaro Garcia

Dr. Garcia joined the SDSU Dairy Science Department on January 22, 2001 as the Extension Dairy Specialist/Assistant Professor. His duties include providing leadership in developing, implementing and evaluating impact/outcome based formal and non-formal education programs as per current concepts in Dairy Science and the "Vision" for the South Dakota Cooperative Extension Service. Dr. Garcia received his degrees from DVM University of Uruguay, Veterinary College in 1983' MS University of Minnesota Animal Science-Forages/Nutrition in 1987 and his PhD from the University of Minnesota Animal Science-Dairy Cattle Nutrition 1997.



Robert Milligan

Dr. Milligan is a Professor Emeritus from Cornell University in the Department of Applied Economics and Development, as well as a senior consultant Dairy Strategies LLC in Minnesota a dairy business and management business. Dr

Milligan received his B.S. and M.S. in Dairy Science from Michigan State and his PhD from University of California-Davis.



Robbi Pritchard

Dr. Robbi Pritchard is a Distinguished Professor in the Department of Animal and Range Sciences at South Dakota State University. He has a research and graduate teaching appointment emphasizing beef cattle nutrition and growth and oversees the activities of the research feedlot and ruminant nutrition labs on campus. He is the current recipient of the Larson Award in Beef Cattle Nutrition at SDSU.



Rollyn H. Samp

Rollyn Samp is a Sioux Falls, SD attorney with multiple business and professional interests including law, public affairs, writing, lecturing, real estate, and communications. Samp has nearly 40 years experience in business, banking, corporate and public finance, corporate law and real estate. His weekly "What's the Law?" newspaper column has over 400,000 readers. His presentation will cover "Farm Employment Rules & Regulations".



Chuck Schwartau

Extension Educator and Professor University of Minnesota Extension Chuck Schwartau has been an Extension Educator for nearly thirty years, specializing in livestock and dairy management. In recent years Chuck's focus has changed to labor management and quality business management. He is co-author is a labor management curriculum that has been used in Minnesota for several years and has more recently been on the leadership team of a quality management program being offered to Minnesota dairy farmers. Chuck is currently based in the Rochester Regional Extension Office at Rochester, MN, following several

years in various southeast Minnesota county extension offices.



Kevin Opp

Kevin Opp with Employment USA, LLC based in Aberdeen, SD. This company provides US based employers with effective international workers who wish to work in the US on a seasonal/temporary basis. This company works directly with the local, state, and regional Department of Labor and USCIS to ensure that all legal requirements are being met. Kevin Opp will discuss the H-2A and H-2B programs dealing with guest workers.



Karla Trautman

M.Ed.Instructor and Extension Leadership Development Specialist College of Family Consumer Science SD Cooperative Extension Service Karla is a 20 year Extension veteran with experience at the county and state level. She serves as the principal investigator for the South Dakota Horizons project – a community development effort currently working with 40 South Dakota communities. Her current work also includes the development of leadership programs for the community as well as student programs on the campus of SDSU.

Panel Members:

Patty DeZeeuw, *D&D Crop Insurance*

Marv Post, *Dairymen*

Howard Manlove, *Dairy Manager at Midwest Dairy Institute*

Hotel accommodations are available at the Days Inn, Brookings, (605) 692-9471. Ask for the **EXTENSION AG EMPLOYEES** block to receive the conference rate of \$62.00 + tax.



Agricultural Workforce Management Conference Registration Form

Kingsbury County Extension Office
PO Box 159, Courthouse
DeSmet, SD 57231
605-854-3851
tracey.renelt@sdstate.edu

Attendee Information

Business Name _____

Attendees–List names as you want them to appear on nametags _____

Mailing Address _____

City, State, Zip _____

Phone _____

Email _____

First Attendee from an operation _____	x \$150= _____
Each Additional attendee from an operation _____	x \$75 = _____
Total Due for Conference _____	= _____

• \$150 Registration includes all meals, breaks and 1 proceeding
Registration Due November 7th, 2008.

Make check payable to **SDCES South District Revolving Acct #3C7902**

MAIL CHECKS AND COMPLETED REGISTRATION FORM TO:

Kingsbury County Extension Office
c/o Tracey Renelt, Extension Educator/Livestock
PO Box 159, Courthouse
DeSmet, SD 57231

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