

## Developing future managers now!

JSR found a need for willing and able managers who are skilled in getting the best from their people and resources, as well as their animals. This resulted in the Leadership Development Group course, which has been developing management talent for Agriculture since 1992. It was jointly set up by Cedar Associates and the JSR Farming Group. The course is now open to **all** companies who recognise the need to develop up-and-coming managers for the future of their businesses.

The course is designed to be practical, challenging and readily applicable to situations they encounter at work.

Using an unfolding series of tasks and reviews, inputs, discussions and feedback enables delegates to explore leadership options and see the impact they have on other people, and the outcome of the task.

The five part course starts with four days based in Cumbria. The remaining four parts (two days each) are spread over the year, and are based at Southburn in East Yorkshire.

For further details contact: **Lindsay Muir, 01926 338060**

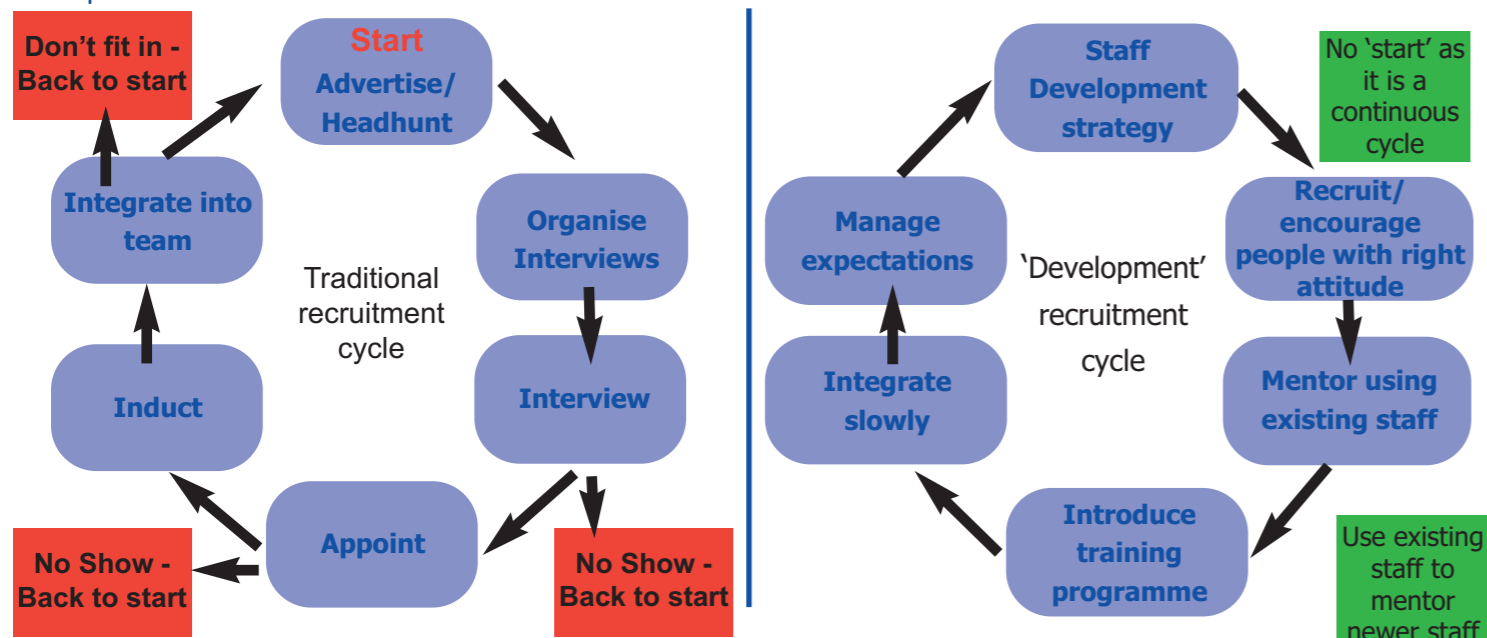


Problem solving is key to the LDG programme

## The 'true' cost of recruitment

Do you know how much it really cost you to recruit your last member of staff?

What do you do when you need new staff? Many companies still turn to the process described on the left. But with so many ways for it to go wrong there is plenty of scope for wasted time, energy and money, often without even recruiting somebody! However, there is an alternative way as shown in the 'development' cycle. Although investing time and effort in staff can seem expensive, the companies that do have found that it is an economic long-term strategy as it develops a stable and progressive work environment which rarely requires effort in recruitment.



If you would like more information about staff development, or have an article for the newsletter please contact Tess: 07779 321078 or tess\_howe@bpex.org.uk



Producers for Profit, April 2008



# Producers for Profit

Business improvement through staff development

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Pig to Plate Seminar



Sharing concerns



Leadership Skills

### Plus:

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- Transport of animals
- On-farm training with the KT team
- Showing staff how



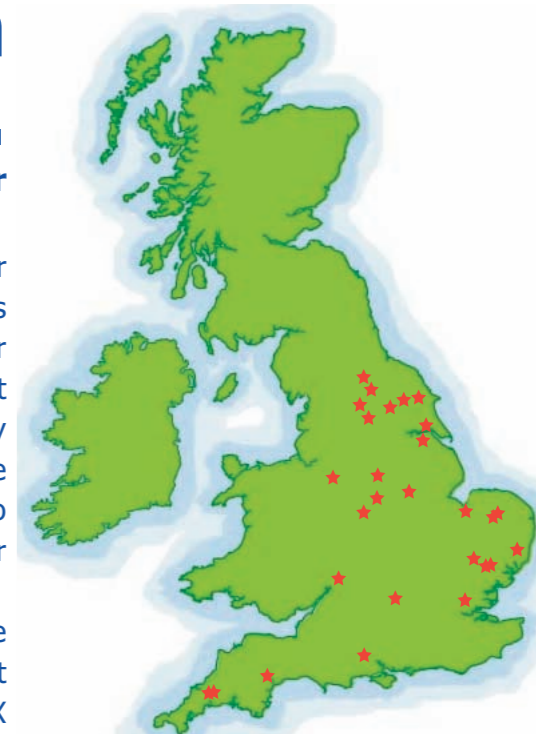
## Coming to an area near you...

A wide range of knowledge transfer events.

Over the past year, the BPEX knowledge transfer team (KT Team) has worked with various members of the industry to help establish or develop existing producer groups. As a result development opportunities are increasingly available to producers across England. The spread of this work can be seen on the map to the right, along with groups set up by other allied industry members.

A fully interactive map will be available on the BPEX website shortly. To find out more about the events in your area log on to the BPEX website [www.bpex.org.uk](http://www.bpex.org.uk) or contact

**Tess Howe 07779 321 078**



Established and new groups in England are highlighted by red stars

## Looking to the future

**Fresh Start is an all-industry initiative to encourage new entrants into farming and help farmers think about developing their business.**

The initiative sought to help established farmers think about how they can develop their business. It is also actively seeking ways to encourage and support succession and develop strategies for continuity.

To date 17 Academies, spread across the country, are operating based on three key elements:

- business skills training
- mentoring
- identifying business opportunities via a matchmaking network

Each academy typically consists of a course of 12 meetings covering training in farm business management delivered by industry specialists.

The course builds on new entrants' existing technical knowledge by improving their business skills. New entrants may also be teamed up with retiring farmers, via the networking that occurs.

To date, FS Academies have been general in nature, appealing to new or potential entrants, and those already engaged in the first stages of an agricultural career.

"As the Academy movement has grown, there is increasing interest in developing the model to encompass the needs of specific sectors. The pig industry would fit comfortably into this model" said Denis Chamberlain, Chairman of the Fresh Start National Stakeholder Group.

To find out more about your local academy contact: **Steve Lindsay 0777 5544344**



## Showing staff how

**So you know how to do the job, but can you explain it, so somebody else achieves the same result to the same standard?**

The 'Showing Staff How' course provided a group of supervisors with the opportunity to improve these skills and proved to be an extremely useful day.

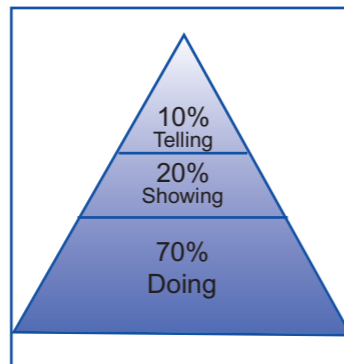
Training in the pig industry doesn't often involve pasta making or juggling, but these were just some of the activities demonstrated and 'taught' throughout this practical course.

Completing the day has left the staff with the ability and confidence to pass on their own practical skills to their staff in a way which will easily be remembered.

Learning how to communicate tasks effectively and ensuring full understanding does take time, but the benefits to morale and productivity when everybody is confident and competent in their role outweighs this minor investment, which will quickly be regained through consistently high standards on farm.

For more information contact:

**Tess Howe, 0777 9321078**



### How do people learn?

It has been proven that the most effective transfer of knowledge happens when a training session is split in three, as described in the diagram to the left.



People learn the most by actually practising the task in hand

## On-farm training with the KT Team

When everybody is busy, having the time to understand the other areas of production is difficult especially when working on a split site.

Wondering if this lack of knowledge could be holding back production, one farm owner invited Helen Thoday from the KT team to spend a day with his staff to help them to improve their knowledge and understanding across the system.

The day included visits to all sections, with the section heads taking their turn to describe their part of the system (merits and problems) and answering questions from the other staff members.

Over lunch the staff acknowledged the benefits that have resulted since the nursery manager started recently. He has improved communication between his site and the finisher's so that everybody now knows what was arriving and in what condition.

In addition to the questioning from staff, Helen showed the group some simple on-farm measurements, such as water and air flow and temperature, that they could take to ensure they maintain the correct environment for the animals.

By the end of the day all staff had a good understanding and appreciation of what the other staff do and the facilities with which they work. They also had reinforced their current knowledge and highlighted areas where they would like to find out more.

If you think this could be useful on your farm please contact Tess Howe.

Have you checked your water flow rate recently?



On-farm discussions helped improve communication across the sites.

## Transporting pigs - are you up-to-date?

By April, everybody hauling pigs should have a Certificate of Competence in Animal Transport. Although sitting an exam may seem a daunting prospect to many practical people, the assessment should not be feared.

Anybody who has been successfully transporting animals for a period of time will have the knowledge to pass this test.

It is important to remember - your experience will count as training, so all you need to do is contact your local assessment centre and arrange your assessment.

During the assessment you will be asked to complete 27 multiple choice questions. You need to get 21 right to pass. For more information contact:

**Tess Howe, 0777 9321078**

### Example Question

**Who is responsible for animals when they are being transported?**

- a. The local Police Force.
- b. The driver of the vehicle.
- c. Animal Health (formerly SVS)
- d. The National Farmers Union.

Further examples at [www.nptc.org.uk](http://www.nptc.org.uk)

## Producer clubs move forward



Members of the Derby/Notts producer group establishing their key priorities for 2008

KT Manager Angela Cliff has started two new groups in the central region, Hodnet and Nottinghamshire.

Both groups started with farm case studies from group members. Each case study provoked discussion and thinking by members and provided alternative ideas to the presenters.

As it was the first meeting, both took part in a simple exercise to establish their main concerns and the future direction of the group. To the surprise of many, everybody had very similar issues, which could be grouped into: Understanding Costs, Land, Gilt Management, Staff and Mortality.

The next meetings, of which there will be three every year, now have an agenda set by the members ensuring that they are interesting and relevant to the group. If you want to take part in a local group, contact your regional KT manager.

Email: [kt@bpex.org.uk](mailto:kt@bpex.org.uk)

## Pig to Plate -

Is there an alternative outlet for your meat?

The latest Young NPA meeting arranged by BPEX proved to be a very successful 'Pig To Plate Seminar'.

BPEX Butchery and Product Development Manager, Keith Fisher, described the transformation of the live animal through to final product of consumer-sized steaks and joints. This was followed by a cookery demonstration highlighting the specific cooking requirements of the different cuts.

Sausage connoisseur, Barry Dean, then ran a sausage-making demonstration 'Generation Game' style, as the attendees were invited to have a go themselves!

To round off the seminar, BPEX consumer marketing manager, Chris Lamb, explained in-depth research has led to a much clearer insight into consumer shopping behaviour.

Sharing this knowledge throughout the supply chain is of vital importance to ensure everyone, from farmers and producers through to processors, retailers and caterers understands

how to maximise profit potential and keep up with latest market trends.

Those attending the day found it very enlightening and interesting, with many keen to try the recipes back at home.

The interactive Pig To Plate seminars are ideal for established groups of 10-15 people who want to gain a greater understanding of the process from pig to pork. If any other producer or processor groups would like to attend a similar day, please contact:

Claire Holland 01908 844 221



Young NPA members find about about the different cuts of pork.