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HR Service Focus Statement

The key to success is to prioritize goals and then achieve them. This is easier said than done. Too often day to day “fighting fires” causes farmer owners to “miss the forest for the trees”.

LEAN/Six Sigma are management tools which business academics have successfully applied to other industries to realize exponential profits. These management tools get managers to “Focus on What Matters” and continually strive towards improving management systems to achieve these goals. Agriculture Strategy is focused on applying these principles to Agriculture in a pragmatic way which works for the parameters of the industry.

The initial focus of this program, will be to identify <20 key business metrics and to streamline business processes to improve the success of your business in improving these metrics. For each metric we:

1. Set Audacious, Realistic and Flagged production targets.
2. Establish key metrics to monitor cascading critical control points within each process.
3. Protocols to ensure critical control points are achieved daily.
4. Simplistic yet effective records which works within the farm’s workflow and culture.
5. Red flag communication methods to make sure that everyone within barn is aware of problems (ex. sick calf) and everyone is paying close observation to more closely monitor problems.
6. Multi-layered audit processes to monitor critical control points within operation.
7. Diagnosis/Treatment protocols to help employees learn to diagnose problems earlier.
8. Employee incentives policies to reward success and punish failure.
9. Establish Kaizen activities to ensure job zones kept tidy and maintained by workers.
10. Set-up onsite Dashboards sets expectations and motivates workers to achieve goals.

We believe that significant and measureable cost benefits can be achieved within six months. By implementing these changes, numerous non quantitative advantages can be realized including:

1. Having employee’s manage core farming activities with little required supervision (Autopilot)
2. Having employees take ownership and do a better job of tasks than owners could (Getting to We)
3. Have employees continually improve efficiencies and streamline systems (Continual Improvement)

Our long term goal is to evolve your Human Resource Systems to achieve the following benefits:

1. Adapt a formal process to train/supervise employees and clearly define job responsibilities.
2. Adapt simplistic written communications systems (ex. whiteboards) which enable many people to work on the same tasks. This system would include delegating, performing & recording activities.
3. Adapt an employee management system which ensures clear communication yet little supervision.
4. Adapt systems to reduce errors, downtime and need for owner involvement in fixing problems.
5. A no-nonsense discipline system balanced with performance incentives tied to company goals.