

# Program

## Seminar 1 (6 – 9 November 2018 in Denmark)

|           | Tuesday 6 November  | Wednesday 7 November   | Thursday 8 November  | Friday 9 November  |
|-----------|---|--|--|--|
| Topic     | <b>Introduction to course</b>   | <b>Production management</b>   | <b>Manager profile</b>   | <b>Communication</b>   |
| Morning   | <p><i>Intro to program and participants</i><br/>Expectations<br/>“Icebreaker”</p> <p><i>Practical setup of the learning facilities</i></p>            | <p><i>Best management practice in DK</i><br/>- what makes the best farmer good<br/>SOP as tool to keep stable productivity</p> | <p><i>My role as mid-level manager</i><br/>Functions and potential conflicts/challenges and possible areas for development</p> <p><i>Motivation of staff</i><br/>Intro to the term motivation<br/>Motivation means in practice</p> | <p><i>Communication with staff</i><br/>Intro to topic and exercises in communication</p> <p><i>Wrap up - seminar</i><br/>Inputs from training and farm visits<br/>Planning of next seminar, homework</p> |
| Afternoon | <p><i>Extended presentations of participants companies</i></p> <p><i>Short Intro to Danish agriculture, to Danish customs and working culture</i></p> | <p><i>Farm visit</i><br/>Tandergård I/S, Tiset</p>   | <p>The broad understanding of motivation – maintenance factors and motivation factors</p> <p>Company visit:<br/>Pig managers: Hatting AI station</p>   |  |
|           | Social activity   | Social activity  | Social activity  |  |
|           |   |  |  |  |

**Seminar venue:** Business Academy Aarhus, Sønderhøj 30, 8260 Viby J

# Program

## Seminar 2 (5 – 8 March 2019 in Denmark)

|           | Tuesday 5 March   | Wednesday 6 March   | Thursday 7 March  | Friday 8 March  |
|-----------|---|---|---|---|
| Topic     | <b>Manager profile</b>  | <b>Production Management</b>  | <b>Lean Farming</b>   | <b>Communication</b>  |
| Morning   | <p>Since last meeting</p> <p><i>Personal working profile</i><br/>Intro to personal planning<br/>Analysis of my diary registrations to describe my job profile</p> | <p><i>The cost components in production</i><br/>Management of the risk areas<br/>The cost –benefit analysis as mean to make priorities</p> <p>Presentation of selected cases from participants homework</p> | <p><i>Introduction to lean and how to use the lean tools in management</i></p> <p>The five S: ( Sort, straighten, shine, standardize, sustain)<br/>The board meeting and practical cases from agriculture</p> | <p><i>Communication with staff</i><br/>How to give constructive feed back to the performance of your staff</p> <p><i>Into to Coaching as tool for managers</i><br/><i>Wrap up</i><br/>Inputs from training and visits<br/>Intro to Home work<br/>Planning of next seminar</p> |
| Afternoon | <p><i>Analysis of personal profile</i><br/>Intro to test<br/>Focus Profile (Garuda)</p> <p>Personal behavior and job profile in practice</p>                      | <p>Farm visit</p>   | <p>Visit Danish Crown abattoir in Horsens.<br/>Meeting with lean manager at factory<br/>Wrap up: How to use the lean concept in practice at my farm</p>   |   |
|           | Social activity   | Social activity   | Social activity   |   |

**Seminar venue:** Business Academy Aarhus, Sønderhøj 30, 8260 Viby J

# Program

## Seminar 3 (5 – 7 June 2019 in Slovakia)

|                  | Tuesday 4 June   | Wednesday 5 June  | Thursday 6 June   | Friday 7 June   |
|------------------|------------------|---|---|---|
| <b>Topic</b>     |                  | <b>Manager profile</b>  | <b>Human Resource Management</b>  | <b>Human Resource Management</b>  |
| <b>Morning</b>   |                  | <p>Since last meeting</p> <p><i>Analysis of staff personal profile</i><br/>Follow up Focus Profile test and understanding the four manager positions in the test</p>  | <p><i>Situational leadership model (SLII)</i><br/>Develop of staff performance Model to analyze the individual staff according to need for support</p> <p><i>New staff introduction plans</i><br/>exchange of experiences among participants workplaces</p> | <p><i>Designing development plans for Staff</i></p> <p>HRM – the gearbox</p> <p>Wrap up and planning of next meeting including homework</p> |
| <b>Afternoon</b> |                  | <p>Intro to Human Resource Management<br/><i>Presentation of a company,</i><br/>The company seen from the directors point of view</p> <p><i>Recruitment and development of working culture</i><br/>The Dan-Slovakia concept</p> | <p>Visit at farm (Dan-Slovakia)</p>   |   |
|                  | Arrival to hotel | Social activity   | Social activity   |   |

**Seminar venue:** Hotel in Dunajska Streda, Slovakia

# Program

## Seminar 4 (5 – 8 November 2019 in Denmark)

|           | Tuesday 5 November   | Wednesday 6 November  | Thursday 7 November  | Friday 8 November   |
|-----------|--|---|--|---|
| Topic     | <b>Human Resource Management</b>   | <b>Production Management</b>  | <b>Human Resource Management</b>   | <b>Implementation planning</b>  |
| Morning   | <p>Since last meeting</p> <p><i>The SLII model in practice</i><br/>Follow up from seminar 3 and analysis of cases from participants</p>  | <p><i>The cost components in production</i><br/><i>Management of the risk areas</i><br/>The cost –benefit analysis as mean to make priorities</p> <p>Presentation of selected cases with cost benefit analysis (homework )from participants</p> | <p><i>The challenging meeting</i><br/>Including case analysis</p> <p><i>Conflict handling</i><br/>and the challenging conversation with staff<br/>Intro to conflict management and analysis of cases</p> | <p><i>Implementation management</i><br/>My personal development plan for the next year<br/><i>Development of own plan</i></p> <p>Wrap up – the course<br/>Establishing of ERFA -groups<br/>Evaluation of course</p> |
| Afternoon | <p><i>Team building</i><br/><i>Understanding the team development process and how to manage teams</i></p> <p>The company seen from directors point of view.<br/>Presentation by top director</p> | <p><i>Farm visit</i><br/>Civagård, Dronninglund</p>   | <p><i>Conflict analysis</i><br/>Cases from participants</p> <p>Company visit: ACO Funki</p>  |   |
|           | Social activity  | Social activity   | Social activity  |   |

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