

# Program

## Seminar 1 (17 – 20 March 2015 in Denmark)

	Tuesday 17 March	Wednesday 18 March	Thursday 19 March	Friday 20 March
Topic	<b>Introduction to course</b>	<b>Production management</b> (pig and crop manager separately)	<b>Manager profile</b>	<b>Communication</b>
Morning	<p><i>Intro to program and participants</i> Expectations “Icebreaker”</p> <p><i>Practical setup of the learning facilities</i></p>	<p><i>Best management practice in DK</i> - what makes the best farmer good SOP as tool to keep stable productivity</p>	<p><i>My role as mid-level manager</i> Functions and potential conflicts/challenges and possible areas for development</p> <p><i>Motivation of staff</i> Intro to the term motivation Motivation means in practice</p>	<p><i>Communication with staff</i> Intro to topic and exercises in communication</p> <p><i>Wrap up - seminar</i> Inputs from training and farm visits Planning of next seminar, homework</p>
Afternoon	<p><i>Extended presentations of participants companies</i></p> <p><i>Intro to Danish agriculture, to danish customs and working culture</i></p>	<p><i>Farm visit</i>  Pig: Tandergård I/S, Tiset Crop: Overgård Manor Farm, Mariager</p>	<p>The broad understanding of motivation – maintenance factors and motivation factors</p> <p>Company visit: Pig managers: Hatting KS Crop managers: Agrofactory</p>	
	Social activity	Social activity	Social activity	

**Seminar venue:** Business Academy Aarhus, Tretommervej 31, 8240 Risskov

# Program

## Seminar 2 (2 – 5 June 2015 in Denmark)

	Tuesday 2 June	Wednesday 3 June	Thursday 4 June	Friday 5 June
Topic	<b>Manager profile</b>	<b>Production Management</b> (pig and crop manger separately)	<b>Lean Farming</b>	<b>Communication</b>
Morning	<p>Since last meeting</p> <p><i>Personal working profile</i> Intro to personal planning Analysis of my diary registrations to describe my job profile</p>	<p><i>The cost components in production</i> Management of the risk areas 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) The board meeting and practical cases from agriculture</p>	<p><i>Communication with staff</i> <i>How to give constructive feed back to the performance of your staff</i></p> <p><i>Wrap up</i> Inputs from training and visits Intro to Home work Planning of next seminar</p>
Afternoon	<p><i>Analysis of personal profile</i> Intro to test Focus Profile (Garuda)</p> <p>Personal behavior and job profile in practice</p>	<p><i>Farm visit</i></p> <p>Pig: Frydensbjerg, Hornslet Crop: Søvang Farm, Sjørup</p>	<p>Meeting with lean manager at a factory (Danish Crown)</p> <p>Wrap up: How to use the lean concept in practice at my farm</p>	
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# Program

## Seminar 3 (4 – 6 November 2015 in Slovakia)

	Tuesday 3 November	Wednesday 4 November	Thursday 5 November	Friday 6 November
Topic		<b>Manager profile</b>	<b>Human Resource Management</b>	<b>Human Resource Management</b>
Morning		<p>Since last meeting</p> <p><i>Analysis of staff personal profile</i> Follow up Profile test and understanding the four manager positions in the test</p>	<p>Intro to Recruitment procedures</p> <p><i>Recruitment and development of working culture</i> The Dan-Slovakia concept</p> <p><i>New staff introduction plans</i> exchange of experiences among participants workplaces</p>	<p><i>Team building</i> Understanding the team development process and how to manage teams Analysis of cases</p>
Afternoon		<p><i>Situational leadership model (SLII)</i> Develop of staff performance Model to analyze the individual staff according to need for support</p> <p><i>Presentation of a company,</i> The company seen from the directors point of view</p>	<p>Visit at farm (Dan-Slovakia) (pig and crop manager separately)</p>	<p>Wrap up and planning of next meeting including homework</p>
	Arrival to hotel	Social activity	Social activity	

# Program

## Seminar 4 (12 – 15 April 2016 in Denmark)

	Tuesday 12 April	Wednesday 13 April	Thursday 14 April	Friday 15 April
Topic	<b>Human Resource Management</b>	<b>Production Management</b> (pig and crop manger separately)	<b>Human Resource Management</b>	<b>Implementation planning</b>
Morning	<p>Since last meeting</p> <p><i>The SLII model in practice</i> Follow up from seminar 3 and analysis of cases from participants</p>	<p><i>Introduction to topic and cases</i> Experiences from untraditional farm system</p> <p>Presentation of selected cases with cost benefit analysis (homework )from participants</p>	<p><i>Coaching</i> as tool for managers Training session based on actual cases from participants</p>	<p><i>Implementation management</i> My personal development plan for the next year Development of own plan</p> <p>Wrap up – the course Establishing of ERFA -groups Evaluation of course</p>
Afternoon	<p><i>Conflict handling</i> and the challenging conversation with staff Intro to conflict management and analysis of cases</p>	<p><i>Farm visit</i> Including experiences with the use of lean concept (board meeting) in practice Civagård, Dronninglund, (pig and crop managers)</p>	<p><i>My personal development plan</i> How to organize my ideas for development at my farm Formulation of SMART goals</p> <p><i>HR management in practice</i> Visit at a large company, meeting with the HR manager</p>	
	Social activity	Social activity	Social activity	

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