

CMP 2021 Program overview

Seminar 1 (23 – 26 February 2021 in Denmark)

	Tuesday 23 February	Wednesday 24 February	Thursday 25 February	Friday 26 February
Topic	Introduction to course	Crop Production management	Manager profile/ motivation staff	Crop Production management
Morning	<p><i>Intro to program and participants</i></p> <p>Participants expectations “Icebreaker”</p> <p><i>Practical setup of the learning facilities</i></p>	<p><i>Introduction to basic crop production topics and related management issues:</i></p> <p>Soil types; soil treatment; fertilizing; crop rotation systems; crop protection</p>	<p><i>My role as mid-level manager</i></p> <p>Functions and potential conflicts/challenges and possible areas for development</p> <p><i>Motivation of staff</i></p> <p>Intro to the term motivation Motivation means in practice</p>	<p><i>Improvement of manure handling procedures</i></p> <p>Presentation from company having reached good procedures</p> <p><i>Wrap up - seminar</i></p> <p>Inputs from farm visits Planning of next seminar, homework Closure of seminar</p>
Afternoon	<p><i>Extended presentations of participants companies – by participants</i></p> <p><i>Short Intro to Danish agriculture, to Danish customs and working culture</i></p>	<p><i>Farm visit</i></p> <p>Meeting with top manager – How to optimize crop yields and workers time utilization</p>	<p><i>Motivation of staff - continue</i></p> <p>The broad understanding of motivation – maintenance factors and motivation factors</p> <p><i>Company visit: late afternoon</i></p>	
	Social activity	Social activity	Social activity	

Seminar venue: not decided yet

CMP 2021 Program overview

Seminar 2 (16 – 18 June 2021 in Romania)

	Tuesday 15 June	Wednesday 16 June	Thursday 17 June	Friday 18 June
Topic		Crop production Management	Human Resource Management	Crop production management
Morning		<p><i>Since last meeting</i></p> <p><i>Introduction to no till strategies in crop management</i> And related management issues</p> <p>Cases from participant having experiences with no till strategies</p>	<p><i>Situational leadership model (SLII)</i> Develop of staff performance</p> <p>Model to analyze the individual staff according to need for support</p> <p><i>Into to Coaching as tool for managers</i></p>	<p><i>Manure handling in practice</i> Cases from participants about challenges in improving efficiency and timing</p> <p><i>Wrap up</i> Inputs from training and visits Intro to Home work Planning of next seminar Closure of seminar 2</p>
Afternoon		<p><i>Farm visit at Agro Cocora</i> Meeting with Hans Poulsen and his staff, visit in the fields</p>	<p><i>New staff introduction plans</i> exchange of experiences among participants workplaces</p> <p><i>Farm visit – late afternoon –</i> focus on manure handling</p>	
	Arrival to hotel	Social activity	Social activity	

Seminar venue: Hotel Select, Slobozia, Romania (proposal)

CMP 2021 Program overview

Seminar 3 (16 – 19 November 2021 in Slovakia)

	Tuesday 15 November	Wednesday 16 November	Thursday 17 November	Friday 18 November
Topic	Human Resource Management	Crop production management	Human Resource Management	Wrap up entire course
Morning	<p><i>Since last meeting</i></p> <p><i>SLII model in practice</i></p> <p>Follow up on topic at Seminar 2 (homework)</p>	<p><i>How to improve utilization of fertilizer and manure</i></p> <p>The importance of correct handling and related management issues</p> <p>The use of intelligent systems and precision farming systems to improve efficiency of fertilizing</p>	<p><i>The challenging meeting</i></p> <p>Introduction and case- analysis</p> <p><i>Conflict handling</i> and the challenging conversation with staff</p> <p>Intro to conflict management and analysis of cases</p>	<p><i>Impressions from all farm visits</i></p> <p>Analysis and strength positions of the visited farms during CMP</p> <p><i>Wrap up</i></p> <p>My personal statement – individual evaluation</p> <p>Establishing of ERFA-group</p> <p>Closure ceremony</p>
Afternoon	<p><i>Team building</i></p> <p>How to understand the team development process and how to manage teams</p>	<p><i>Farm visit at Donau Farm</i></p> <p>Meeting with Michael Hovmann and his staff. Visit in the fields</p>	<p><i>Conflict analysis</i></p> <p>Cases from participants</p> <p><i>Company visit - late afternoon</i></p> <p><i>Focus on manure handling</i></p>	
	Arrival to hotel	Social activity	Social activity	

Seminar venue: Hotel in Dunajska Streda, Slovakia