

Program

Seminar 1 (20 – 23 September 2022 in Denmark)

	Tuesday 20 September	Wednesday 21 September	Thursday 22 September	Friday 23 September
Topic	Introduction to course	Production management	Manager profile	Communication
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>Leader Communication</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>Short Intro to Danish agriculture, to Danish customs and working culture</i></p>	<p><i>Farm visit</i> Krannestrup Gods, Mejlby</p>	<p>The broad understanding of motivation – maintenance factors and motivation factors</p> <p>Company visit: Pig managers: Hatting AI station</p>	
	Social activity	Social activity	Social activity	

Seminar venue: Green Academy, Beder

Program

Seminar 2 (17 – 20 January 2023 in Hungary)

	Tuesday 17 January	Wednesday 18 January	Thursday 19 January	Friday 20 January
Topic	Manager profile	HRM/Production Management	Lean Farming	Communication
Morning	<p>Intro to seminar 2 – flash back Seminar 1 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>Intro to farm organization analysis</i> – how to delegate</p> <p>Presentation of First farms Hungary and the entire company</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>Intro to Coaching as tool for managers</i> <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 (DISC test)</p> <p>Homework</p>	<p>Farm visit First Farms Hungary Tamas Sarusi-Kis</p>	<p>Introduction to Lean, continued</p> <p>Company visit</p>	
	Social activity	Social activity	Social activity	

Seminar venue: Hungary

Program

Seminar 3 (24 – 26 May 2023 in Slovakia)

	Tuesday 23 May	Wednesday 24 May	Thursday 25 May	Friday 26 May
Topic		Manager profile/HRM	Human Resource Management	Human Resource Management
Morning		<p>Since last meeting</p> <p><i>Analysis of staff personal profile</i></p> <p>Follow up Focus Profile test and understanding the four manager positions in the test</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>New staff introduction plans</i></p> <p>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>
Afternoon		<p>Intro to Human Resource Management</p> <p><i>Presentation of a company,</i></p> <p>The company seen from the director's point of view</p> <p><i>Recruitment and development of working culture</i></p> <p>The Dan-Slovakia concept</p>	Visit at farm (Dan-Slovakia)	
	Arrival to hotel	Social activity	Social activity	

Seminar venue: Hotel in Dunajská Streda, Slovakia

Program

Seminar 4 (19 – 22 September 2023 in Denmark)

	Tuesday 19 September	Wednesday 20 September	Thursday 21 September	Friday 22 September
Topic	Human Resource Management	Production Management	Human Resource Management	Implementation planning
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>The cost components in production</i> <i>Management of the risk areas</i> 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> Including case analysis</p> <p><i>Conflict handling</i> and the challenging conversation with staff Intro to conflict management and analysis of cases</p>	<p><i>Implementation management</i> My personal development plan for the next year <i>Development of own plan</i></p> <p>Wrap up – the course Establishing of ERFA -groups Evaluation of course</p>
Afternoon	<p><i>Team building</i> <i>Understanding the team development process and how to manage teams</i></p> <p>The company seen from the director's point of view. Presentation by top director</p>	<p><i>Farm visit</i> Civagård, Dronninglund</p>	<p><i>Conflict analysis</i> Cases from participants</p> <p>Company visit</p>	
	Social activity	Social activity	Social activity	

Seminar venue: Denmark