Mentoring and managing employees to ensure husbandry and assure consumers.

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Follow this and additional works at: http://digitalcommons.unl.edu/rangebeefcowsymp
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Top 20 Restaurant Culinary Trends for 2016

1. Locally sourced meats and seafood
2. Chef-driven-fast – casual concepts
3. Locally grown produce
4. Hyper-local sourcing
5. Natural ingredients / minimally processed food
6. Environmental sustainability
7. Healthful kids’ meals
8. New cuts of meat
9. Sustainable seafood
10. House-made / artisan ice cream

http://www.acfchefs.org/

NRA, September, 2015

Communicating Shared Values

- Mission – What you want to do now and the business you are in
- Vision – What you want to be in future
- VS. Purpose – It tells why a company exists in the first place, why are you here?

What is Disney’s Purpose?

- Mission: What we do
- Strategic
- Motivational
- Creates “buy-in”
- Provides focus
- Building a company
- Creating value
- Parking cars

- Goal
- Why we do it
- Staying on course
- Cultural
- Authentic (True North)
- Inspires “ownership”
- Fosters passion
- Building a community
- Creating happiness

~ Jones, B., Disney Institute Blog, April 23, 2015
Employees with Purpose & Shared Values...

- So how do you as producers work to have employees that share the same purpose as you?
- What common ground might you have with consumers?

Hire based upon values
- Employees with like values
  - Allows you to connect
  - Will emulate the same values and work ethics

Dreams = Goals
Goals = Plans
Plans = Reality

Hire for Attitude, Train for Aptitude

My Personal Values…
- 1. Positive attitude
- 2. Courage
- 3. Integrity
- Tied for 4th and 5th. ---- Communication and Responsibility

Building your team…
- 1. Share Purpose, Mission and Vision
- 2. Train Employees – onboarding
- 3. Communicate and Evaluate
- 4. Include employees – farm planning and direction
- 5. Celebrate Success

Teams - work together, shared purpose
- Versus.

Group – common goal, work individually
- Versus.

Individuals – independent, individual goals

2015 Range Beef Cow Symposium, Loveland, Colo.
Training

- First 8 hours – first impressions
- Kinesthetic learners
  - Show & tell simultaneously
  - Teach-back
  - Observe
  - Feedback

Training... Requires Leadership

- Leadership – is NOT micromanaging people it is holding people accountable and empowering them to make decisions
  1. Delegation
  2. Transfer Control

Communication

- Remember to answer “Why”
- Be approachable -
  - Listen before speaking – get the whole story
- You are human – it is ok to say I’m sorry
- Remember Language barriers
- Education Levels
Communication

- Meetings
  - Formal Meetings – input, training, direction and goals
  - Informal Meetings -

Communicate Directly with the person who you need to talk to.

You don’t want the Telephone Game Outcome…

Celebrate Success

Communicate

Respect

Encourage

Organize Skills / Understand Roles

Fun Working Together

Shared Purpose / Goal

Good Performing Teams Do This…

~Thank You~

Questions?

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