

KARL CLASS XIII PROGRAM
SCRIBE NOTES: WEDNESDAY, DECEMBER 9, 2015
SUBMITTED BY: ANNA GOVERT YOUNG

The first day of our Personal Development session began in Norton, KS at the Las Canteras Mexican restaurant where the class gathered for a delicious lunch sponsored by Ag Valley Co-op. Following lunch, the group moved to Colby Community College, Norton Campus, to begin our session. We began with introductions from the day's presenters: Norton Native, Terry Nelson, Carolyn Rodenberg and Janet Sell. We started with a short icebreaker to get everyone moving then began the program regarding "Board Service".

The presenters began with a basic question, what is the role of a board? They then proceeded with explanations regarding the various "hat's" board members hold: establishing policies, being decision makers regarding significant and strategic decisions and overseeing the organizations activities. All presenters injected firsthand experience into the presentation which stimulated conversation and interaction amongst the group, while adding validity to their presentation. From there, the conversation moved on to discuss the responsibilities a board holds. Examples provided included overseeing management, finances quality and compliance. The Board also helps establish strategic direction regarding multiple aspects of a company's future includes: ethical standards, values, overall mission and community presence. One of the most important ways a board accomplishes this is by choosing a CEO. Following the board discussion our group moved on to discuss workplace behaviors. The five behaviors discussed included: assertive, passive, aggressive and passive/aggressive. The group collectively discussed behavioral traits that fall into each of these categories. Overall, the take home message that it successful leaders control their emotional behaviors. The session wrapped up with a discussion regarding top traits for your authentic leadership style. Terry began by sharing his "top ten" with the group and then challenged each class member to establish their own personal "top ten". The day concluded with dinner at PhonZ' Steak house sponsored by area KARL donors (Chris Tanner, Brooks Brenn, Brian Waugh, Craig Poore, Blake Angell, Dan Atkinsson and Tim Franklin) and with encouraging words from Ken Rahjes regarding "Defending the Rural way of Life". Ken now serves as a district representative for the state of Kansas.

KARL
Thursday, December 10, 2015
Trisha Janssen Scribe
Norton - Personal Development

Day 2

- To start off the second day we gathered in the hotel meeting room to listen to John Worden and Carolyn Rodenberg explained their Top 10. They shared with us issues to consider when creating "Top Ten" Guidelines for life. There were the following: Understanding of self, Understanding other people, Adversity, Interpersonal conflict, Personal Growth, Communication, Personal and professional goals, Interpersonal relationships (friends/family/coworkers), Accountability, Career selection and growth, Reason for being, Balance between personal and professional life, Morals and Ethics and behaviors of self and others. We broke into 6 different groups for

discussion of our Top Ten. Each group discussed guidelines of life that were important to them. Then each group had a representative share few guidelines to the entire class.

- We had a brief writing session before lunch. Carolyn Rodenberg shared with us email etiquette; she stressed the importance of getting to the topic quickly. She told us it would be helpful to identify what we are asking for in our subject line and address any requests in the body of the email. Carolyn encouraged us to slow down and think about the quickest way to relay an effective email. In addition, she discussed proper use of texting and formal writing etiquette for thank you, business and organization letters. Also during this time Terry Nelson handed out Thank you notes. We were given time to write thank you notes to class sponsors and presenters.
- We had a working lunch at the hotel. Carolyn encouraged us to take a lunch hour on a daily basis. It helps to step away from the work environment to clear your thoughts or think about something different for an hour. During lunch we discussed the different forms of body language. Then we watched video clips of the candidates running for president and critiqued their body language.
- After lunch Ken Rahjes and Bruce Dierking gave us a brief summary of “What’s in an Interview”. They gave us details on what to expect for the rest of the afternoon. We split into two groups and headed to the First State Bank of Norton for the interview portion. Each class member gave an extemporaneous speech for two minutes, live TV interview with Ken Rahjes, and a radio interview the Bruce Dierking. After each interview we were critiqued by a KARL alumnus and scored on our speech. While at the bank, we viewed the “They also Ran” gallery of past presidential candidate display of those who lost the race.
- The evening meal and social gathering was at the Terry Nelson Farm. Clarke Nelson our class member was a great host. Terry Nelson gave each of us an Extreme Ownership book written by U. S. Navy Seals. The evening was adjourned to executive session.

Personal Development Seminar

Norton, KS

Friday, December 11, 2015

Scribe: Kathy LaScala

Strategies for Rural Partnerships: Scott Sproul, Ex Dir., Norton Cty Economic Development, Darla Beasley, Ex Dir., Norton Area Chamber and Tara Vance, Ex Dir., Norton County Community Foundation, showcased how cooperation and collaboration between different interest groups can enhance rural communities for the betterment of all. They emphasized that it’s important to go outside your normal network to identify new business ventures and opportunities.



Keys to Success: Lon Frahm, Frahm Farmland, KARL Class II provided insight into what led to the success of his business and the key to leaving an intact business and legacy behind.

Lon demonstrated that the key to any successful business is to have a mission, vision and values to build upon. Those key assets allowed Lon to build a formidable team with longevity, loyalty and ownership. He said his single greatest asset is the team and his priority is to keep them engaged and enthusiastic. As the company CEO, he provides the goals, priorities and the direction, allowing employees to determine an execution strategy.



Another key component to success is ongoing education. Lon participates in a farmer group that dissects each business and provides recommendations. Transparency is critical to see what business components can evolve for maximum profit opportunities. In addition to this, Lon talked about his support of opportunities for lifelong learning programs.

Lon discussed the relevance of personal promotion of his business, not only through community efforts, but also via his website. His website acts as a tool of discussion and his Frahm Farnland brand and what that entails.

Husky Hogs: A group of 8 went to the Calvert finishing barn, while the rest went to the sow barn. All swine facilities require everyone to shower in and shower out. This is key to biosecurity and safety to both pigs and people.

- 1) In the sow barn, the first stop was the “Nursery”—the baby pigs with the sows. Each crate has a card on the front giving all the details of the sow and the babies. The sows are on full feed. We were allowed to hold the babies. The sows & babies spend 18 days post birth nursing in the Farrowing Crates.
- 2) Our next stop was the Farrowing House – there were a couple of sows farrowing when we were in there. There were 2 employees available to assist if necessary
- 3) We went to the Breeding House but they were done breeding for the day. Most of the sows are AI bred. Boars are used to arouse the sows prior to being bred: the boars have a collar and are led by a remote control “Boar Bot” or pushing a crate with a boar in the crate. The sows produce 2-3 litters per year. Sows get 35 days in Gestational Crates.
- 4) The gilts are kept in a pen and are allowed to move around until breeding time and then they will be crated.

- 5) The baby pigs are kept in pens that will hold up to 120 baby pigs prior to shipping to the feeding floor. The average is: 175,000 pigs out the door each year. The goal for 2016 is 200,000 pigs out.

The Calvert finishing barn was exceptionally clean and efficient. There are systems in place for almost every related scenario that may cause the electric to go off and stress to the finishing pigs. All the pig sites have a backup generator, which are tested each week to ensure they’ll be ready if needed. They actually assimilate losing power to make sure the generator works when it’s supposed to.



- 1) The swamp cooler allows air to come through to the attic so that when it's 100 outside, the pigs are comfortable inside.
- 2) Management is a function of putting systems together, having checks and balances, cross checks and a reporting system. If anything goes wrong, each employee gets a phone call from the system headquarters until someone answers. It's challenging getting the right people and systems in place, and then managing them effectively.
- 3) There are 1250 head/barn. The target market weight is 206-218 cut weight, or 280# live weight. Marketing hogs is the greatest challenge because the market is packer driven. There are no premiums for quality anymore; pigs are sold on a grid. Would like to be closer to a packer to reduce road time.
- 4) One goal of the finishing barn is to minimize the number of culls. They are building a new facility that will enable reducing the number of hogs moved into the finishing barn each time. They've been struggling with pig flow since the facility was built and a new barn will help alleviate that challenge. It will also allow for more room and reduce aggressive behavior, such as tail biting. Another way to avoid tail biting is to add salt to the feed ration. Blood contains salt and if you provide salt in the ration, the pigs won't be as interested in biting. It's all about minimizing death loss.
- 5) Environmental stewardship and following industry regulations is key. There is a lagoon to support the whole facility. Two rooms out of eight are drained each day. It's a closed loop system.

