About APN Consulting

Working along with employees at the farm







Super sized dairies – The people challenge

- As dairies expand, owners and managers need to rely more on people to get things done
- Many are excellent cow managers but need to become "people managers"
- Some have trouble delegating work to others
- Some lack supervisory and leadership skills
- Some have communication skills problems
- No formal training for supervisors and managers







And it gets worst!

Foreign born milkers	W	MW	SE	NE \
2000	56%	20%		3%
2003	81%	49%	34%	22%
2006	88%	63%	45%	43%



Univ. of California survey, G. Billikopf, 2006



Communication and cultural gap

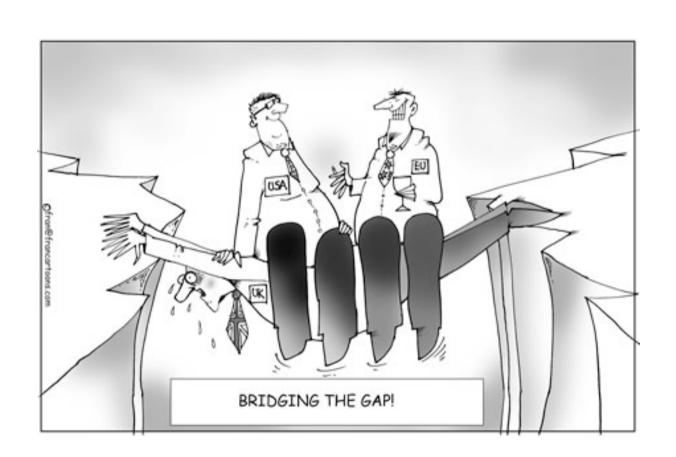
- Wide gap between Hispanic workers and owners / managers
- Hispanic employees are rarely interviewed. Usually recommended by employee currently working in the farm
- Hispanic workers have to gain knowledge and skills on the go, without access to formal training







Bridging the communication and cultural gap





APN Consulting, LLC Mission

 To help dairy producers achieve maximum labor and feed efficiency by developing and implementing training and labor management programs as well as on farm management diagnosis



In other words...

Objectives:

- Reduce the workload of managers and owners
- Improve labor performance and productivity
- Reduce labor turnover rate
- Improve herd performance
- Improve farm profitability

Approach:

- Help owners become better managers / supervisors
- Train employees to do a better and more efficient job
- Define and implement feeding programs



Services provided



Training programs

- Milking school
- Feeders program
- Calf care
- Identifying sick cows
- Heat detection
- Body condition scoring

Management consulting

- •New employee orientation programs
- Identifying supervisors from within
- Supervisory skills development
- Improving communication skills
- Interpersonal conflict mediation
- Keeping employees motivated
- Performance appraisals
- Wage structure and incentive pay