

About APN Consulting

Working along with employees at the farm



Felix Soriano, MS, PAS
215-738-9130
felix@apndairy.com
apndairy.com

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