

**PERSONNEL MANAGEMENT
CONFERENCE**

**Effective Employee
Management for
Agribusinesses**

**✓ Hiring
Employees**

**✓ Multicultural
Workforce Issues**

**✓ Retaining
Employees**

**✓ Conflict
Resolution**

**✓ Legal
Considerations**

**Windcrest Civic Center
San Antonio, TX**

April 16-17, 2008

Have problems or questions about personnel management issues such as ...



- ✓ Hiring Employees
- ✓ Retaining Employees
- ✓ Multicultural Workforce Issues
- ✓ Conflict Resolution
- ✓ Legal Considerations

Register Now

This two-day conference is designed to help agricultural managers as they deal with the challenges of managing human resources. The speakers, sessions, and curriculum have been designed with agriculture managers in mind. Do not miss this opportunity to learn how to better manage your business' most important resource - - its people.

The conference will be held at the Windcrest Civic Center located at 9310 Jim Seal Drive in Windcrest, a northeast suburb of San Antonio. There will be a shuttle service provided to and from the conference hotel. The Pear Tree Inn is offering a group discount rate of \$68.00 per night single/double (1 or 2 people) plus tax for reservations made by 03/25/07; call now to make your reservations at 800-378-7946 or 214-654-1144. After 03/25/07 the discounted room rate will be not be available.

... then you need to attend this conference. Texas Cooperative Extension in cooperation with First Victoria National Bank, South Texas Cotton and Grain Association, Inc., Texas Cattle Feeders Association, Texas Citrus Mutual, Texas Pecan Growers Association, Texas Produce Association, Texas Vegetable Association and Purina Mills, LLC have assembled some of the top personnel management experts in the country. These experts will address these personnel management issues and more in a conference especially developed for agricultural enterprises.

Conference Schedule

Wednesday, April 16

8:00 am	Registration
9:00	General Session
10:30	General Session
11:45	Lunch
12:45 pm	General Session
1:45	General Session
3:00	General Session
4:00	General Session
5:30	Mixer (Sponsor: Purina Mills)

Thursday, April 17

8:00 am	General Session
9:45	Breakout Session 1
11:00	Breakout Session 2
12:00 pm	Lunch
1:00	General Session
2:00	General Session
3:00	Conference Adjourns

Comments from the Organizers

This is the third time (Amarillo 2006 & Lubbock 2007) we've been able to offer this top flight personnel management conference to agribusinesses. In a six-month post survey, 90% of previous attendees indicated they had altered one or more of their personnel management practices based on what they had learned from the conference. Of the other 10%, half indicated they were planning on it in the near future. Our question to you is given the importance of personnel management to your operation and the results of previous conferences; can you afford not to attend?????

Comments from Past Participants

- ✓ "This course had a broad range of all management issues related to the Ag Industry. Great topics from laws to how to deal with different cultures and how to motivate and manage all different individuals and cultures. I would definitely recommend this conference to others." - *Tanya Kelley*
- ✓ "...draws out a lot of issues I deal with having raised through the ranks and offered some tools I hope to use." - *Colin Hlalinka*
- ✓ "This course helped me to re-evaluate how my training practices were being done." - *Jonathan Wood*
- ✓ "I would recommend this course to all managers. Speakers were all great!" - *Williams Cleveland*
- ✓ "Great course - been to many 'management' classes and this is very informative" - *Lyn Vandiver*
- ✓ "There was a lot of excellent information provided. I feel it is important for all of us to continue to learn and grow no matter the Industry." - *Jason Pooley*
- ✓ "Great course. Deep thought. Something for everyone." - *David Wied*



Educational programs of Texas Cooperative Extension are open to all people without regard to race, color, sex, disability, religion, age, or national origin.



General Sessions

Ag Enterprise Managers: Can you Manage your Employees Like Other Industry Managers Do? - *Tom Fuhrmann* There are basic personnel management principles that apply in any business, but it is also important to understand the differences that agriculture faces when it comes to employee relations.

Being a Boss vs. Being a Friend - *Bernie Erven* Whether you're a young person just starting out, a seasoned pro who makes friends easily, or a person who has climbed the ranks within your business, there will come a time when the people you supervise may not see you as a "boss" but as a "buddy." This valuable session will help you walk that very fine line.

Compliance Issues with a Non-Citizen Workforce - *Shawn Twing* Do you have or are you planning to use non-U.S. citizens as employees? Learn about the compliance issues you face with a non-citizen workforce.



Conflict Management - *Gregory Billikopf* Disagreement is normal and inevitable. If a business is going to change and grow, it is essential. The problem occurs when a disagreement escalates into conflict. If conflicts are suppressed or ignored without being properly addressed, they can become like a cancer. It is critical for managers to understand the different ways to manage conflict in order for the business to perform up to its potential.

Cultivating Culture - *Bernie Erven* Culture is a business' pattern of shared values and norms. These values and norms are how people feel and act in the business. From how conflicts are handled to morale problems, this session will focus on how to create an environment where people can succeed.

Effective Training - *Sarah Fogleman* The most important communication that happens in an employee's tenure with a business occurs in the first thirty days on the job. Without full and complete training, most employees will fail or under perform.

Managing Cultural Differences - *Tom Fuhrmann* Agricultural workplaces are becoming very diverse—employing people of different ages, genders, and ethnic backgrounds. In this timely session, you'll learn how to capitalize on that diversity to build a better management team.

Transformational Leadership - *Bernie Erven* Transforming employees and the business requires action by top management, a passion for what the business can be and a long-run commitment to employees. Leaders influence what employees do, when they do it, how well they do it and their attitudes.

Breakout Sessions

(Participants choose two out of three)

Paying Outside the Box - *Sarah Fogleman* Compensation is something every manager must address, but when should you look beyond "dollars per hour" and what pitfalls should you avoid when trying to motivate with money? This session will help.

Performance Evaluation and Employee Selection - *Gregory Billikopf* Performance appraisals are almost always dreaded by employees and managers alike. In this vital session, however, you'll learn how to look at employee feedback as the motivational tool it is.

What Every Employer Should Know about Labor and Employment Law - *Shawn Twing* With his extensive experience in labor law, Shawn discusses the legal issues in labor management that affect agribusiness.



Sponsors

First Victoria National Bank



Purina Mills, LLC

South Texas Cotton and Grain Association



Southern Risk Management Education Center

Texas Cattle Feeders Association

Texas Citrus Mutual



Texas Cooperative Extension

Texas Pecan Growers Association

Texas Produce Association



Texas Vegetable Association



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Speakers



Steve Amosson is a Regents Fellow, Professor and Extension Economist - Management for Texas A&M University. He covers the economic issues important to today's agribusiness operator from marketing commodities, alternative irrigation systems, waste management to water quality. He is co-director of the Master Marketer Educational System and co-organizer of the Personnel Management Conference.



Gregory Billikopf is with the University of California Agricultural Extension as a Labor Management Farm Advisor. Research and teaching emphases have been in the areas of employee selection and testing, incentive pay and pay issues, conflict resolution, employee discipline, performance appraisal, worker motivation, supervision, negotiation skills and inter-personal relations.



Bernie Erven has spent most of his 35-year teaching, extension and research career focusing on employee management and family business relations. He emphasizes practical take-home ideas that managers can start using immediately. His work on important human resource topics has taken him to more than 30 states and Canadian provinces.



Sarah Fogleman is an Extension Agricultural Economist for Kansas State University where she specializes in human resource management for agricultural operations. A graduate of Oklahoma State University and Cornell University, she brings first-hand experience to her research, extension, and public speaking on this very timely topic.



Tom Fuhrmann, DVM, owns and operates Dairy Works, a dairy management consulting and training company in Phoenix, AZ. He presents seminars and training sessions for dairy-men, their employees and for dairy industry professionals across the U.S. and internationally.



Danny Klinefelter is a Professor and Extension Economist at Texas A&M University specializing in agricultural finance and management development. He is the co-director of the Texas A&M Family and Owner-Managed Business Program, co-director of the Texas A&M: Texas Tech Agricultural Lending School and co-organizer of the Personnel Management Conference.



Jose Pena is a Professor and Extension Economist Management with a financial management major area of interest. His research includes a concentrated interest in crop, vegetable, pecan and fruit orchard production economics as well as farm and ranch business management. He has an interest in international trade and has been invited to consult and to conduct farm and ranch management educational programs in Honduras, Russia, Mexico, Canada, Ecuador and Iraq.



Shawn Twing is a Texas Board Certified Specialist in the area of Labor and Employment Law. He is published in legal journals and law reviews and regularly presents lectures on labor and employment law issues. Twing received his law degree in 1993 with honors from the University of Arkansas.



Early registrants will receive a discounted registration fee of \$150 for the first participant from a business and \$125 for each additional person. Items postmarked after April 5th will be at \$175 per participant.

Checks and Money Orders can be made out to: **TCE, Acct# 222100-60025.**
And mailed to: **TCE Conference Services**
2139 TAMU
College Station, TX 77843-2139

You may pay by Credit Card (Master Card, Visa or Discover) or Purchase Order on our secure website at: <http://tcevents.tamu.edu> or credit card information may be faxed to (979) 862-4511.

Registration Form

Company Name _____

Address _____

E-Mail Address _____

Phone _____ Fax _____

Please check which best describes your business:

<input type="checkbox"/> Citrus	<input type="checkbox"/> Grain	<input type="checkbox"/> Pecans	<input type="checkbox"/> Vegetables
<input type="checkbox"/> Cotton	<input type="checkbox"/> Feedlot	<input type="checkbox"/> Other _____	

Participant Names _____ Registration Fee _____

Method of Payment: _____ Total: _____

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