



PRODUCTION LEADERSHIP PROGRAM



Your Pathway to
Production Management
at Iowa Select Farms

Production Leadership Program

We believe in developing employees and providing them with the tools, resources and training needed to grow and be successful. In fact, over 75 percent of our farm managers began as technicians and worked hard to develop their skills to advance their careers and take on bigger challenges.

It's not uncommon to meet a manager of a 4,200 sow farm leading a 12 person crew who began her career as a part-time technician, or a finishing supervisor managing 75,000 pig spaces who began his career as an intern with Iowa Select Farms. This is part of the Iowa Select Farms' culture—we help train and develop employees, establish a pathway for growth and celebrate their success.

Though each has their own unique work history, job skills and leadership experiences, *employees who successfully advance within Iowa Select Farms share common traits:*

1. They are dependable and reliable
2. They are hard-working
3. They focus on achieving goals
4. They are accountable for their performance
5. They are good communicators
6. They care about their farm, their fellow employees and the company

Simply put, the Production Leadership Program is designed to help employees advance from their current position to a higher position. For instance, a day one lead may join the program to become a farrowing manager, or similarly, a farrowing manager may join the program to become a farm manager.

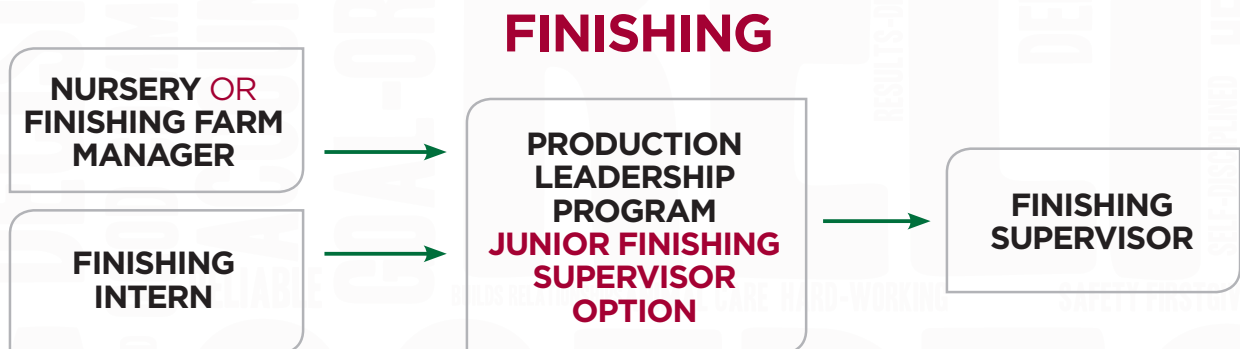
On the finishing side, the Production Leadership Program has the "Junior Finishing Supervisor" pathway to allow a nursery or finishing farm manager to take on a small finishing region while training to become a full-fledged finishing supervisor.

Prospective employees with swine experience and technical knowledge may also apply for the Production Leadership Program and progress through a similar path.

Want to know the top reasons our employees want to move upward?

1. Increase job skills and work-related experiences
2. Develop valuable leadership skills
3. Take on new and bigger challenges
4. Earn more pay and a higher bonus potential

Potential Pathways for Growth



Here's How the Production Leadership Program Works:

Members of the human resources and production management teams will begin by working with you and your supervisor to 1) identify what skills are needed in order to move into the next position 2) establish a training plan and 3) assign a trainer(s).

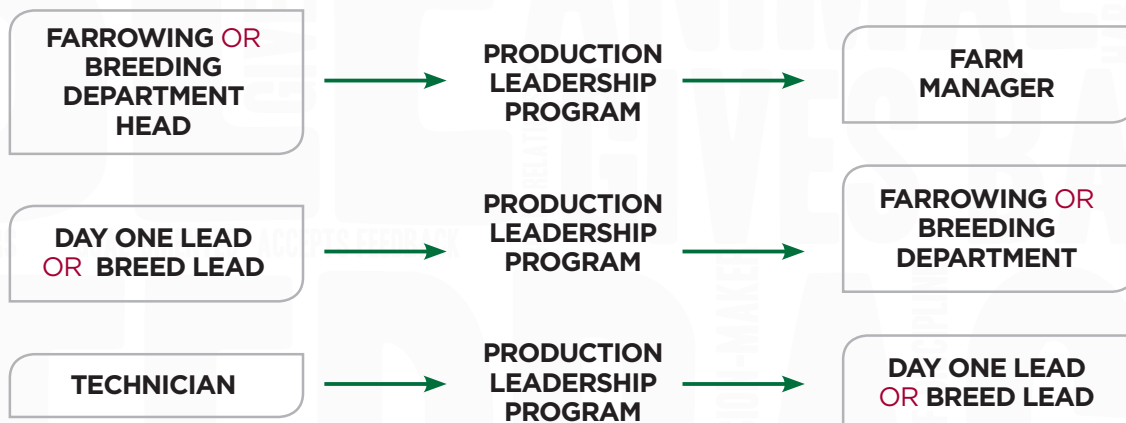
We understand that every employee will progress and learn at his or her own pace, which is why there is no set timeline for training. However, there will be a set training plan for you that includes specific production competencies you must master along with completion of shorter training courses exposing you to other areas of the company.

It may take three months of training or up to two years to complete the program depending on what role you are trying to earn. Success is not measured in days or weeks but in your ability to become proficient in specific skills, be accountable for your results and gain the respect of your trainer and team members.

Tools and Resources:

1. Your **program manual** will cover all details, processes and expected outcomes of the program and should be used as a guide and resource throughout the entire experience.
2. Your **training plan** will be created by your supervisor, a member of the human resources team and leaders from your area of production (GDU, sow, nursery, finishing). This training plan will include specific modules (i.e. breeding, farrowing, marketing) and list skills you must demonstrate proficiency in before moving to the next module.
3. Your **trainer** will have demonstrated his or her own leadership, technical expertise and proven results in the skills you need to acquire.
4. A **goals document** will be established to help you understand specific performance targets and document your progress.
5. A **performance appraisal** will be submitted by your trainer at the end of the year.
6. Less formal **progress updates** will be collected face-to-face and via phone from both you and your trainer to ensure everyone is on the same page and getting what they need.

SOW



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The Des Moines Register

WE'RE A TOP WORKPLACE!

Iowa Select Farms is a 2015 Top Workplace in Iowa by the *Des Moines Register*. Top Workplace awards are based solely on the results of employee-survey feedback administered by Workplace Dynamics, a research firm specializing in organizational health and workplace improvement.

The survey measured several aspects of each workplace including organizational health and individual job satisfaction such as employee confidence in employer management and business strategy, company culture and appreciation of employee contributions to company success.

**Contact us today for more information
about the Production Leadership Program:**

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