

The Academy for Dairy Executives

Developing Leadership and Management Skills
for Young Dairy Professionals

Session One

December 12 & 13, 2017

Colgate Inn, Hamilton, NY

Session Two

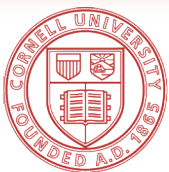
January 23 & 24, 2018

Hilton Garden Inn, Auburn, NY

Session Three

February 20 & 21, 2018

Holiday Inn, Oneonta, NY



Cornell University
Cooperative Extension

AND

PRO-DAIRY

Invite you to apply for this three
part educational program in
Central New York

**Applications Due By:
October 20, 2017**

Gain a better understanding of the
fast-changing dairy industry

Learn from and interact with other
producers and dairy professionals

Improve leadership and management
skills of a successful dairy business
during volatile times

Develop skills necessary to lead your
dairy business into the future

A Typical Day

Each session of the Academy begins at 11:30am on day one with lunch and concludes on day two around 12:30pm. A typical day includes individual study, small group discussions, informal networking, and roundtable discussions with faculty. With the fully-packed agenda and importance of group interaction to the program, participants are expected to spend the entire time at the Academy site.

Please be prepared to leave your business responsibilities at home. Break time will be built in to allow informal interaction with classmates and to respond to any urgent matters at home.

Program Outline

Session 1

- Factors Affecting Your Dairy Farm: What Can You Actually Control?
- Personality and Management Styles
 - What are They and How Do You Fit?
 - Why Are They Important
- Introduction to Management Functions
- Economic Decision Making
 - Key Profit Measures and Goals
 - Tying finances and management together
- What is Happening in the Real World—Experience from a Successful Manager
- Partial Budgeting
 - Types and
 - Limitations
 - Practical Examples

Session 2

- Risk Management
 - Identifying Areas of Risk
 - Self-Insurance vs. Risk Management Tools
- Whole Farm Budgeting
- Family Business Communication and Conflict Resolution
 - Tools and Approaches
 - Family and Non-family Interactions
- Proposing Change to the Senior Generation
- Operational Decision Making
- Employee Management and Employee Engagement

Session 3

- Managing Profits
 - High and Low Cycles
 - Long Term Business Planning
- Creating Job Descriptions, SOPs and Performance Evaluations
- Evaluating Financial Performance with the Legal 21 Ratio Analysis
- Risk Management 2
- Estate Planning and Management Transfer
- Building Successful Working Relationships with your Service Providers

Faculty

- Jason Karszes, Cornell PRO-DAIRY
- Russ Saville, Cargill Animal Nutrition
- Larry Van De Valk, LEAD NY
- Mark Mapstone, Farm Credit East
- Erica Hourigan Leubner, NY Farm Net
- Betsy Hicks, CCE, SCNY
- Scott Flowers, All Angles Dairy Advisory
- Glenn and Emily Beller, Beller Farms
- Bonnie Collins, CCE Oneida
- Bruce and Alexandra Erath, The Voss Group
- Libby Eiholzer, CCE NWN
- Judy Wright, CCE Cayuga
- Sarah Ficken, CCE Madison
- April Lucas Wright, CCE Delaware
- Mike Hosterman, Ag Choice Farm Credit



Cornell University
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Program Information

Program Fee

\$750 paid in two installments of \$375 each. The first installment is payable upon notification of acceptance into the program. The second installment is due by **January 1, 2018**.

The program fee includes all meals, refreshment breaks, parking, meeting rooms, speaker fees, program materials, and lodging on the first night of each session. Additional lodging accommodations before or after the program are the responsibility of the participant. All lodging reservations will be handled by our office.

If double accommodations are desired, please contact us.

The fee does not include expenses associated with traveling to and from the facility, expenses for recreation and entertainment, or other personal incidental expenses.

Registration

Class size is limited to 30 dairy professionals to maximize the small group interaction and peer-to-peer learning. Applications will be accepted until October 20, 2017. Qualified applicants will be selected in order of receipt of application. Guaranteed reservation into the program occurs when the first installment is received.

Cancellation Policy

If for some unforeseen reason you are unable to attend the program, notification of withdrawal from the program must be submitted in writing.

- Notifications after November 15, 2017 but before the Session 1 program begins will qualify for a 75% refund of the first installment to cover housing costs and related expenses of the program that cannot be recovered.
- If cancellation of attending the remaining sessions is received after the Session 1 program is completed there is no refund of the first installment.
- If notified after the Session 2 program is completed that the participant cannot attend the Session 3 program, there is a refund of 25% of the second installment.

Substitutions may be made up to two weeks before the start of the Session 1 program, subject to the approval of the program directors.

For More Information Contact: Caroline Potter, cjh42@cornell.edu, 315-683-9268

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Academy Accommodations



Session 1: December 12-13, 2017

The Colgate Inn

Opened in 1925, the Dutch-colonial style Colgate Inn is a focal point of the historic village of Hamilton. The Colgate Inn has been pampering guests for 80 years with its long tradition of small-town hospitality. We invite you to come relax, unwind and enjoy the comforts of the Colgate Inn. The Colgate Inn was built in 1925, replacing the Park House (also a hotel), which had stood on the same site for more than a century. The Park House was the only portion of downtown Hamilton spared from the Great Fire of 1895 that burned out 61 businessmen and 16 families causing an estimated \$400,000 in damages. Privately owned for many years, the village landmark and meeting place was saved from demolition in the mid-1970s when it was purchased by the Hamilton Downtown Inn Inc. Over one million dollars was spent bringing the Inn to its present beauty. During the renovation, care was taken to maintain the original character of the building. Further renovations preserve the original character while creating a new and exciting experience. Guest rooms are spacious and luxurious, including suites and balcony rooms. The result is the creation of a classic New England Inn which concentrates on the guests' needs and enjoyment of their experience.

Session 2: January 23-24, 2018

Hilton Garden Inn, Auburn, NY

Welcome to the Hilton Garden Inn, nestled in downtown Auburn, New York in the heart of the Finger Lakes Region. Our Auburn, NY hotel is only 40 minutes west of Syracuse, NY and 75 minutes east of Rochester near Owasco Lake. The Finger Lakes Region offers outdoor recreation and award-winning wineries situated on the Cayuga Lake Wine Trail. The Inn is walking distance from Auburn Public Theater and Seward House Museum. This hotel is within close proximity of Willard Memorial Chapel and Cayuga Museum of History and Art. You can connect to complimentary WiFi access. An ergonomic desk chair and spacious desk help you be productive. Stock the refrigerator with drinks or make a favorite snack in the microwave. Take care of business tasks in our 24-hour business center. A complimentary fitness center and heated indoor pool provide options for maintaining your exercise routine.

Session3: February 20-21, 2018

Holiday Inn, Oneonta, NY

Holiday Inn, Oneonta offers legendary stay with a convenient location that offers easy access to the National Baseball Hall of Fame in Cooperstown, NY (just a 20 min drive). Other local attractions include, the Fly Creek Cider Mill, Fenimore Art Museum and Gilbert Lake State Park. In downtown Oneonta, there are antique's and wonderful shops, museums, and a wide variety of musical concerts. Our hotel's celebrated service helps you feel at home during your stay. While the Baseball Hall of Fame may be the region's most notable attraction, the Holiday Inn® Oneonta - Cooperstown Area hotel lets you stay close to many other entertainment options found in Oneonta, NY. With a 24hr Fitness center, an on-site restaurant (Our Town Cafe & Pub), seasonal swimming pool and Free WiFi, we do our best to ensure that your trip is memorable.

Application for Admission

The following information will be kept confidential, with the exception of information in questions 1, 2, & 4 which will be used in the participant section of the Academy binders. Please type or print. Enrollment is limited. Please apply by **October 20, 2017**.

To complete the application online go to <http://prodairy.cals.cornell.edu/academy/>

1. Personal Information

Name _____

Nickname _____ Title/Position _____

Home Address _____

City, State, Zip _____

Home Phone _____ Fax _____ Cell Phone _____

Preferred Phone Number: (Circle) Home Phone Cell Phone

E-mail _____

Emergency Contact (name and phone number) _____

2. Business Information

Farm/Business Name _____

Telephone _____

Preferred Method of Communication (for program related materials) ☐ Home address ☐ Business address ☐ E-mail

Do you agree to having your name and farm name/company (no contact information) shared with program sponsors?

☐ Yes

☐ No

3. Briefly describe your responsibilities in the management of the business.

4. What are the primary activities of your business?

Equal Opportunity Statement: Cornell University and Cornell Cooperative Extension provide equal program and employment opportunity. It is the policy of Cornell University to actively support equality of educational and employment opportunity. No person shall be denied admission to any educational program or activity or be denied employment on the basis of any legally prohibited discrimination involving, but not limited to, such factors as race, color, creed, religion, national or ethnic origin, sex, age, or handicap.

Application for Admission (continued)

5. Explain why you wish to attend the Academy for Dairy Executives.

6. What skills, interest, and input would you bring to class participation?

7. Please provide a short paragraph about your business that can be shared with the faculty and other participants to help them get to know you. This will be printed in your own words in the “participant description” portion of the binders. *Please do not omit this portion of the application.*

Please return completed application by October 20, 2017 to:

Cornell University, PRO-DAIRY Program

c/o Caroline Potter

272 Morrison Hall, Ithaca, NY 14853

Phone: 315-683-9268, E-Mail: cjh42@cornell.edu

For an online application, go to <http://prodairy.cals.cornell.edu/academy/>

What some of the Previous Participants had to say

"The Academy made me really take a step back and look at the big picture: how and where do you want to be."

"Attending has given me a reminder on what I "already knew" but need to put it into the place I am now in on our dairy. The interactions with other progressive dairyman in similar places is valuable. "

"A great part was being able to interact and talk with other producers and learn how they do things."

"It's easy to think sometimes that you are the only one going through personal and professional challenges, but talking with others at The Academy shows that you can get through it because they are. "

"The Academy has allowed my husband and I to sit through great presentations about things we had talked about among ourselves already, but were not sure how to continue. The Academy gave us new ideas to talk about and a reason to address issues that will make the difference between running a successful/sustainable business."

"Very fortunate to have the opportunity to attend the Academy and very beneficial to my future and the future of my farm."

"The interaction with other young farmers and learning together has kept my optimism moving forward and has allowed me to revisit things I learned years ago."

"The Academy has given me a larger toolbox of skills to use on the farm. "

Sponsors

Platinum Level



FARM CREDIT EAST



Gold Level



Silver Level



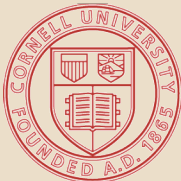
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Oneonta, N.Y. 13820



Organized By:



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