

## Other Unique Project Components

### Situation Overview:

*As shared by Andy Bollinger*

A. *Please describe farm characteristics.*

	Before Project	After Project
<b>Number of Cows</b>	350	370
<b>Number of Acres</b>	585	670
<b>Total Forage Needs (In Tons)</b>	510 tons (cows only)	540 tons (cows only)
<b>Storage Structure Facilities</b>		Increased bunkers and looking to increase manure storage in the future

B. *Please detail additional areas that were part of the farm's project.* Human Resource Management planning, detailed below.

C. *How was the team instrumental in helping you think through available options? Please describe.* Our employee team has grown over time, without any formal training in managing people by me or my dad. We have been blessed with a great team, but we wanted to do better. Including a few summer hires, we have 15 total employees. Four are full-time employees and 11 are part-time employees.

To facilitate our human resource plan, we worked with Dr. Barton, our veterinarian. We had two meetings, and we developed employee questions with the guidance of our transformation team and Dr. Barton. Dr. Barton conducted the interviews and surveys with our employees, spending about 20 minutes to 1 hour with every employee. We learned that our employees felt valued because we asked their opinions on the business. We were transparent and made employees feel included and part of the team. [Click here to view the survey questions.](#)

As a result of the interview process, one employee started a custom spraying business with my dad. We noticed his potential, and my dad went 50/50 on the business with him. In 2011, the first year, the new business sprayed 10,000 acres. In the second year, the business sprayed 13,000 acres. My dad provided the equity and the employee provided the labor.

With the success of the business, our former employee merged the business with another spraying business in the county at the end of 2012, and bought out my dad's portion of the business. It was a great fit for all involved parties.

D. *Did any of these additional components result in added profitability or a change in management style? We learned that it's important to make sure your employees are valued.*