

## Addressing the Soft Skills with Hard Core Strategies

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# What.

## USDA risk management grant for succession planning in 12 state region

- Ag Transition Partners: four business consultants
  - Innovative uses of technology
- Funding for 10 families in a coaching approach
- Anchored by Five Behaviors of a Cohesive Team
- DiSC and personal coaching mentioned as most helpful



# The Five Behaviors of a Cohesive Team



# What.

## Human Resource (HR) consulting and coaching

- Similar needs across all farm types and sizes
- Geographic regions suffer most from “job seekers” market
- Leadership has not taken responsibility to improve the system.
- Talent development must be linked to change and organizational development initiatives.



# So What?

## Must Think Beyond Transfer Of Assets

- Preservation of institutional knowledge
- Growing internal and external pipeline
  - Identify positions and employees “at risk”
  - Leadership transition
- Talent Development
  - Intellectual capacity
  - Individual Knowledge, Skills & Abilities (KSA)



# So What?

For succession planning to occur, farms need the right culture, the right leadership, the right organizational design, the right change management processes and the right people, policies and procedures in place.



# So What?

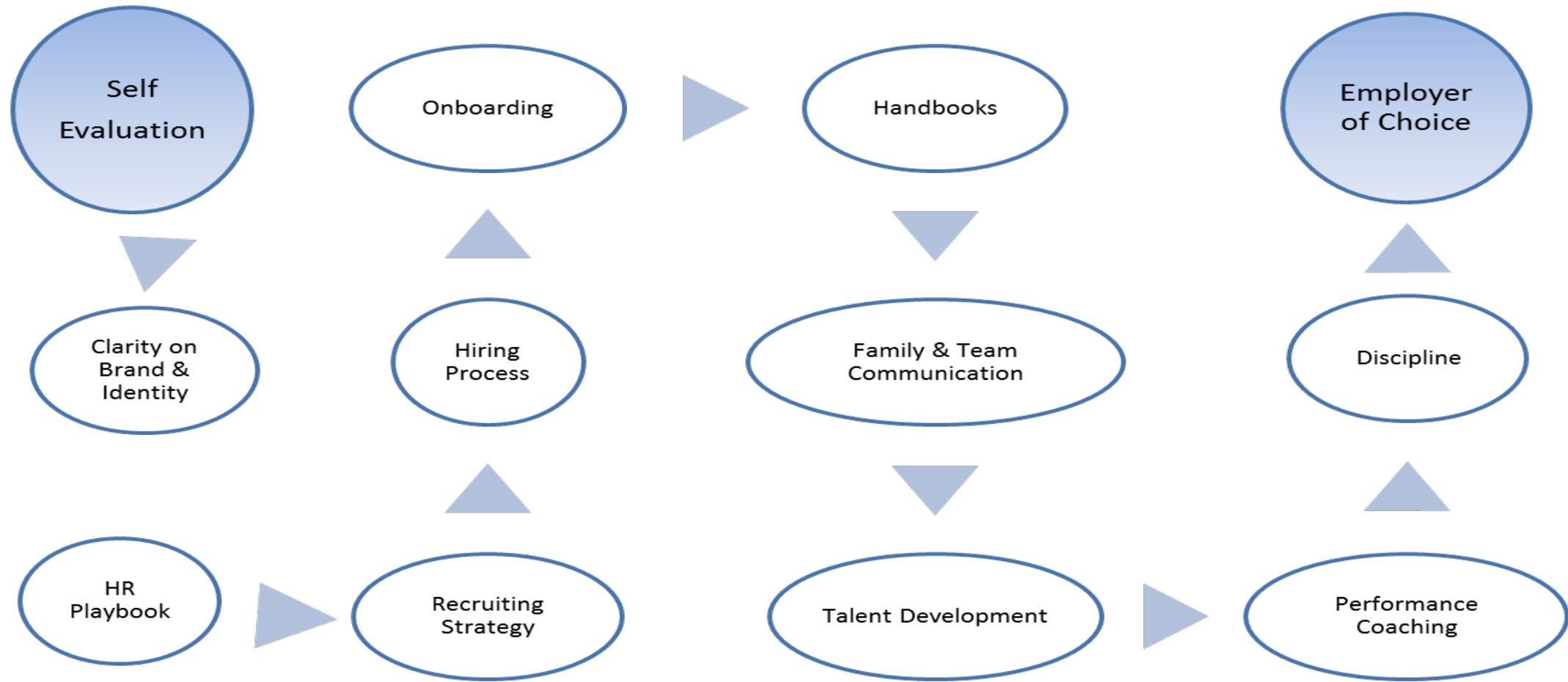
HR is not just hiring the workforce

*“Optimize the ability of a business to perform and compete”*

- Have greater impact in driving efficiency of smaller operations.
- Work smarter.
- Stop throwing darts (or more people) at problems!

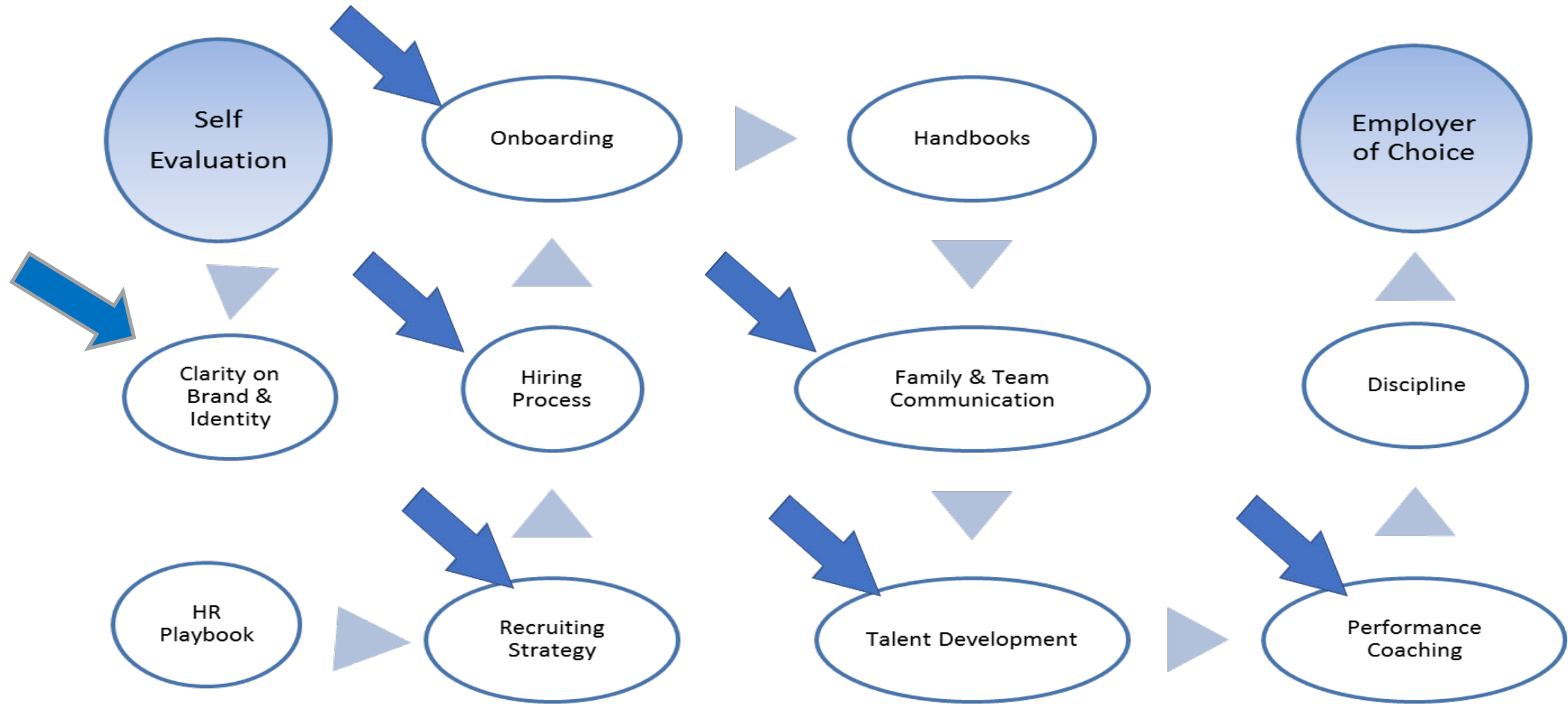


# The Complete HR System





# Integrating Succession Planning with HR



# Now What?

- Focus on Organizational Development
- Promote use of “Complete HR Systems”
  - Succession planning cannot become another job
- Find practical and affordable means to assist farming operations in managing HR functions
  - HR cross functional role
  - Veterans certificate program



## New Role on Farms: *OD Practitioner*

*Recruiting, selecting, managing and developing employees within an overall retention strategy that includes upward mobility and succession options.*



# Opportunities for Your Development

- Wiley's Five Behaviors Showcase
- *Everything DiSC Productive Conflict* beta
  - June 12<sup>th</sup> - July 28th
- Kristine@knowledgenavigators.com

