

# If You Want a Star Employee Expand Your Universe

*DTN/The Progressive Farmer Ag Summit 2017*



# About Us

## ➤ AgHires Services

- Recruiting Services for Agriculture
- Talent Management
- Management Consulting
- Organizational Development

## ➤ Ag job board

## ➤ Family Farm



**AgHires**  
Jobs | Talent | Culture

## ***We Hire for Agriculture***

# Today's Farms – Different Talent

- Talent that aligns with today's farming
- Focus on technology, efficiency, every bushel counts
- Identify the “fit”
  - Transferrable skills
  - Inherent traits
  - Motivation



# Outside the Industry

- Benefits of hiring outside the industry
- Industries to target
- Why farms are hiring Engineers

We advertised a Job  
Targeting Engineers to be Farm Managers....  
Guess what happened?

# What Today's Job Seeker Wants

- #1 Cultural Fit
- See impact of their work
- Work-life balance

Trend:

Movement from larger organizations to smaller



# Where are the Candidates

| How You're Looking              | How Candidates are Looking                 |
|---------------------------------|--|
| Word of Mouth <sup>1</sup>      | Company Websites 77% <sup>2</sup>          |
| Employee Referrals <sup>1</sup> | Online Job Sites 58% <sup>2</sup>          |
| Walk-Ins <sup>1</sup>           | General Web Search 55% <sup>2</sup>        |
|                                 | Professional Network Site 47% <sup>2</sup> |

**80% of submittals are  
Passive candidates**

# Active versus Passive

## ➤ Blurred lines

- 17% of employees are actively job hunting<sup>1</sup>
- 46% are passively looking<sup>1</sup>
- Technology changed the game

## ➤ Constant Recruiting

- Recruiting is not a one-time action
- Constant build of network & connections pool now to make recruiting easier later



# Attracting Hires

- Basic Website & Facebook
- Perfect Posting – Get them at Hello
  - Answer **Who, Why, What**
  - Cover the details
    - About the company, the location, the culture, benefits, etc.
  - Compensation
  - 74% candidates frustrated with lack of info
- After finding a job listing, 64% research the company online and 37% will move on to another job offer if they can't find information on the company.<sup>1</sup>

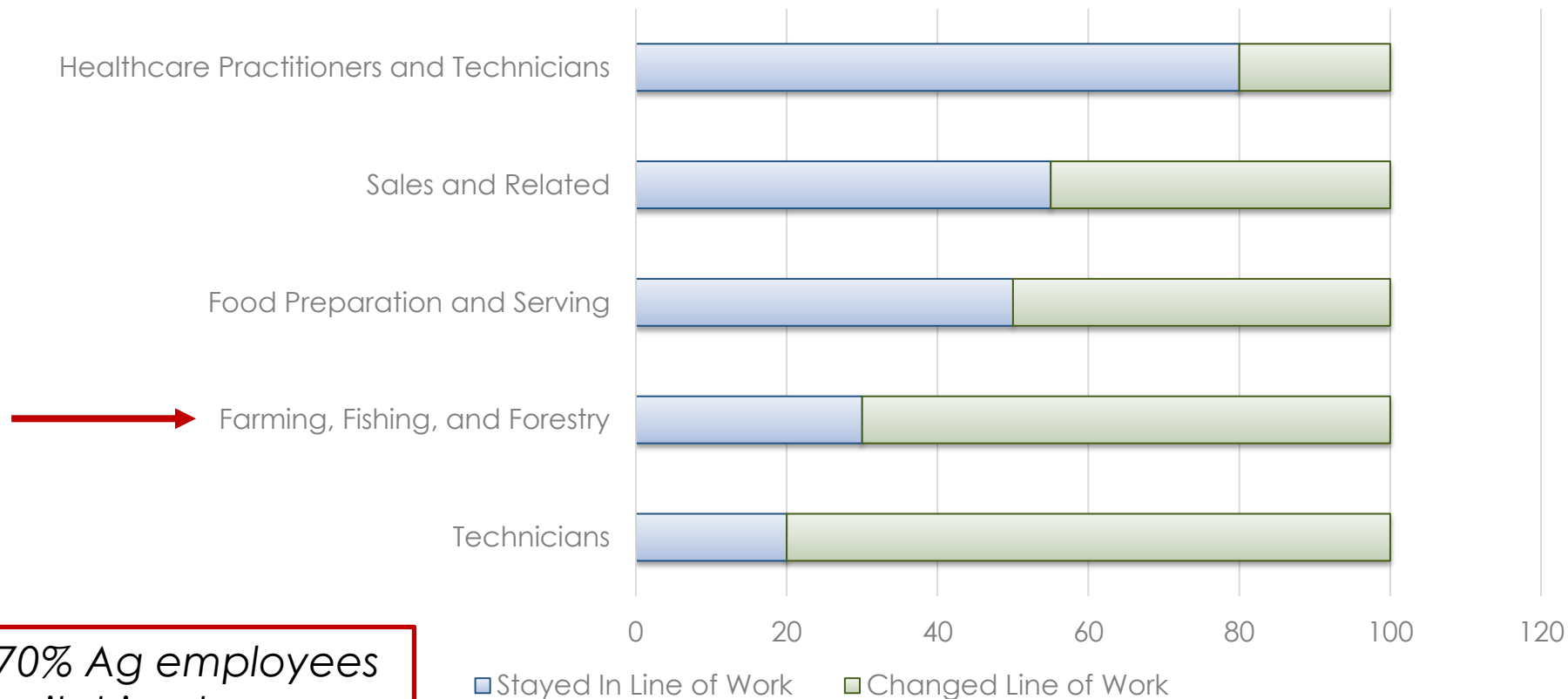
WHAT IT'S  
LIKE TO  
WORK HERE



# Selecting the Right One

- Don't over read the resume
- On-site Interviewing tips
- What to watch for
- Why 3 interviews?

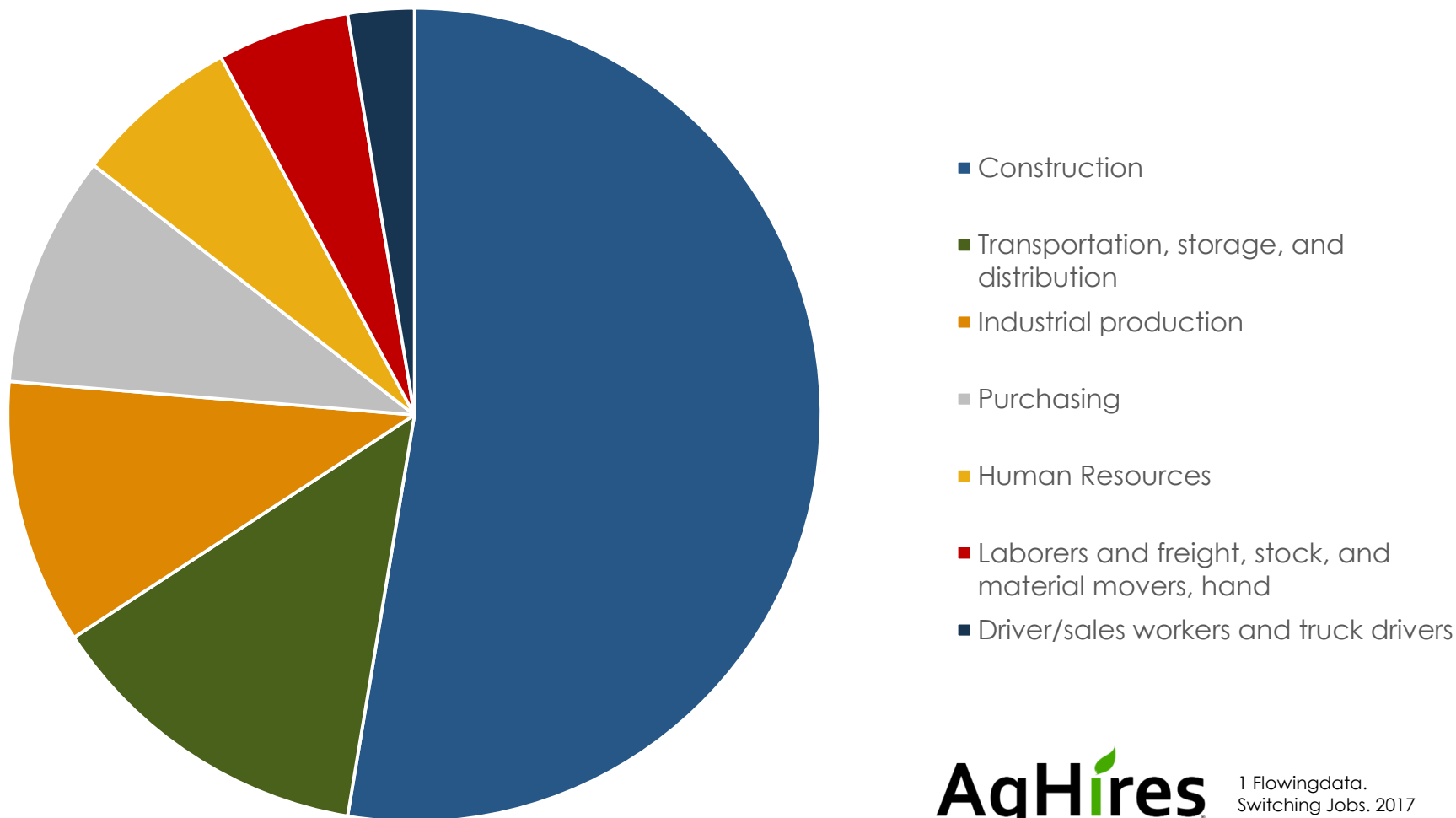
# Switching Jobs



*70% Ag employees switching to another industry<sup>1</sup>*

# Where are they going

Farmers, Ranchers, and Other Agricultural Managers<sup>1</sup>



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<sup>1</sup> Flowingdata.  
Switching Jobs. 2017



## Who We Help

Agribusinesses  
Grain Operations  
Specialty Crops  
Food Processors  
Livestock and more...

## How We Help

Job Postings  
Social Media Advertising  
Recruiting Services  
Executive Recruiting  
Custom Services

**[AgHires.com](http://AgHires.com)**

**Recruiting Services with AgHires**

**Lori Culler**

lori@ag hires.com

844-244-4737

“You’re perfectly aligned to get  
the results you’re currently  
getting.”

Stephen Covey





# Where are you going?

- Get crystal clear on your 3-5 five year plan
- Who needs to be part of setting the vision and strategy?
- Have you outlined both the destination and the roadmap?



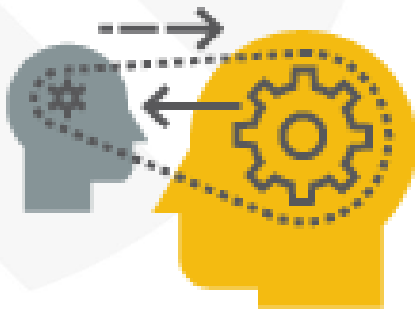
**ORGANIZATION'S  
GOALS**





# Do you have the right people to get you there?

- Take an honest look at the talents and capabilities of current members of your team
  - What behavioral assessments might help?
- Identify talent gaps



**TALENT SCAN**



# Do you need new talent or do you need to re-recruit your existing team?

- Do you need to re-integrate team members into your new goals and strategy?
- Do you need to hire different talent to accomplish your goals?



**INTEGRATION &  
RECRUITMENT**



# Are your HR practices putting you at risk?

Payroll

Benefits

Workers compensation

Job descriptions

Pre-employment screening

Unemployment

Employee relations

Compliance responsibilities (I-9's, taxes, etc.)



HR  
ADMINISTRATION



# How do you get the best from your best?

- If they have the right attitude and aptitude – stretch them
- Use training and coaching to enhance strengths and manage gaps



**TALENT  
DEVELOPMENT**



# How do I know there is progress?

- Feedback doesn't have to be fancy, but it needs to be frequent
- Outline expectations
- Use performance conversations as fuel



**PERFORMANCE  
MANAGEMENT**



# Let's Talk Transition!

- Succession planning
- Work backward from transition dates and identify key skill development needs
- Allow for tools and people to help



**STRATEGIC  
RETENTION**



# Talent Development and HR Support

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