

svineXperten

Induct new employees and
motivate them to stay

Pernille Sloth Christensen and Andrei Paul Farcas.

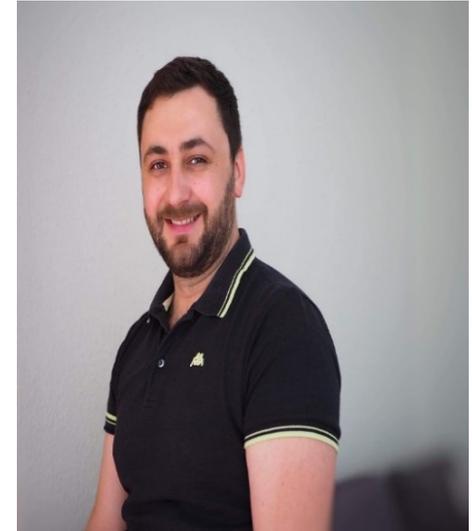
- **We will tell Andrei's history**
- **How do we give a good start?**
- **How do we motivate?**



- **Pig and management advisor in SvineXperten,**
 - **4 years**
 - **38 years old**
 - **2007 - Manager**
 - **2001 - Employee, started in farrowing stable**
 - **1998 - Student cow farm**
-
- **Education, Business leader, Agricultural school**
 - **My family, husband Christian**
3 children Christoffer (16), Marie (13), Nanna (6)



- **Employee at Hodalsminde, Keld Kristensen, Hobro**
- **2 employees + Keld**
- **450 sows**
- **3.5 years, at Hodalsminde**
- **34 years**
- **From Jibou, in Romania**
- **Came to Denmark in February 2015**



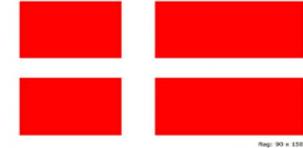
- **Education: Graduated the University of History Geography**
- **Family, wife Adina**

My job at Hodalsminde

- **Started in farrowing stable**
- **Now working all around**
- **Insemination - Pregnant - Clima**
 - ***I am Feeling more comfortable, when I work more all around.***

Andrei - Why DK ???

- **Heard about DK from a friend of my wife**
- **Good money**
- **In DK stability**
 - **It means that the salary comes on a planed date every month**
- **I did not "google" about the country**
- **Taking contact to an agency for a job in DK**



1. Reduce dead % of pigs in the farrowing stable

2. Good start for Andrei

(help, train, knowledge)

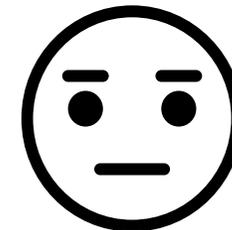
3. Give motivation

- Visit from Pernille-
- Every week in the beginning
- In average one time per month
- The past 3.5 years



- **The smell**
- **I was actually afraid of the sow**
- **Sows are big animals!**
- **The numbers of animals in one place**
- **The farm is like a labyrinth**
- **The language was a challenge for Keld**
- **Feeling of aggressive sows**

- **Afraid of making mistakes**



NEVER LIE!

Andrei -

- Afraid to admit that I broke the medicine bottle
- Told a lie instead
- Needed to admit later

***- My farmer Keld Kristensen:
You will make mistakes your entire life.
But if you just admit the mistakes –
everything will be alright and easier.***

- **In Denmark we are brought up differently**
- **We work in teams in the school and at work**
- **What the director say - is not a law**

For a Danish employee it is natural and legal to say something

- If not agreeing
- Have other ideas to do the work
- Mistakes happens

For Andrei:

In Romania the culture is *different*

Example:

The farmer gave instructions and explained

After, the farmer asked the employee

Do you understand?

The employee - YES

But the instruction was to go to the right, but instead the employee went left!

- **The language can be a challenge**
- **Misunderstood communication**
- **Afraid to ask about the instructions one more time**
 - Because it is the "boss", who is talking
- **If the employee asks one more time,**
 - It will show weakness

- Have patience, when you train new employees
- To give instructions one time is not enough!

When your new employee say YES

Remember always to ask what did you understand!

Pernille helped with

- **Routines in the farrowing stable/ working plans**
- **When do we do the things**
- **Treatment of sows**
- **Feeding of sows**
- **Collection of small/ hungry pigs**
- **Nursing sows**
- **Coldness**



Example: What will happen if newborn pigs are freezing?

- Body temperature will go down fast – higher risk of dying
- Diarrhea because of missing colostrum
- We can give medicine, but if it is due to temperature
- **The best is not medicine but instead more heat**



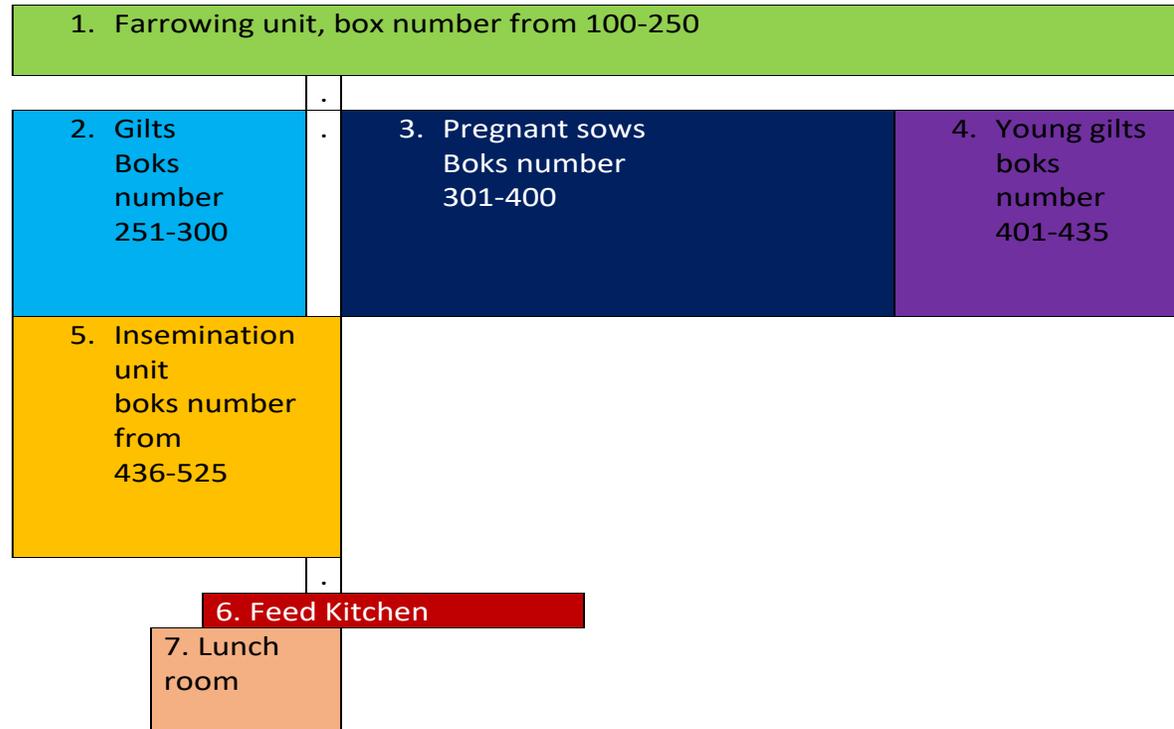
REMEMBER TO TELL THE EMPLOYEES!

WHY ARE WE DOING THE THINGS WE DO.

NOT ONLY WHAT TO DO!



Card of stables



- 1. Farrowing unit
- 2. Gilts
- 3. Pregnant sows
- 4. Young gilts
- 5. Insemination unit
- 6. Feed Kitchen
- 7. Lunch room

Contact list:

Owner: 12 23 34 45

Farm manager: 67 68 69 91

Herdsmen: 20 11 50 70

Smith: 28 30 00 00

Electrician: 12 30 52 99

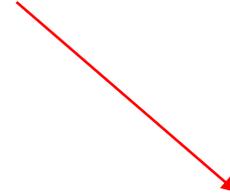
Accidents: 112

- **Hard to train new colleagues**
- **Who will help the new employee**
- **Change to another teacher**
- **Prepared**
- **The new employee feels welcome**
- **Less stress for all people**

Induction, Elena (new)

Monday	Patrick	Julie	^{New} Elena	Alin	Vitalii	Gorm	1 Day FOR ELENA PLAN!
<p>Welcome From Morning (extra time)</p>	<p>Ins Feeding</p>	<p>Together with Elena</p>	<p>Feeding Sows Scratching close pigs in corner Medicin</p>	<p>Take Julie Job</p>	<p>Clima</p>	<p>Take Alin Job in Pregnant st.</p>	
Break	////	////	////	////	////	////	
	<p>Ins</p>	<p>Continue own Job</p>	<p>Medicin/ Reg. Together with Alin</p>	<p>Help Elena</p>	<p>Ins</p>	<p>Take Alin Job in Pregnant.</p>	
Break	////	////	////	////	////	////	
	<p>Patrick Gorm Job</p>	<p>Farrowing St.</p>	<p>Gorm Show and tell. Practice thing</p>	<p>Farrowing St.</p>	<p>Clima</p>	<p>Gorm Help Elena Show</p>	

1. Working plans in detail
2. Have the plans updated
3. Plans will give overview
4. We know what we do
5. When do we have time



Week day	Monday	
7.00, start	Tjek farrowing sows	C
	Registration on sow card	C
	Close pigs in corner	C+J
	Give piglet saver	C
	Close food box, if sows not eating	C
	Turn on lamp, start farrowing	C+J
	Closed food aut, write on corner	C+J
	Feeding new farrowing sows	C
	Scratch behind farrowing sows 0-3d	J
	Shoulderproblem sows treat them	M
	Feeding sows in other stables	J
	Wash behind sows	J
	Give medicin for sows if needed+reg.	C
	Cut navel string, if they are dry	C+J
	Splitmilking, max.30 min. ,	C
	Give sow painkiller + o	C
	Collect small newborn, at a good sow	C
	Open corner, let pigs out	C
	Clean sow crip	J
	Give milk, pigs from day 3+	J
	Give water	J
	Give food for pigs	J
	Dead pigs in container	J
	Tjek farrowing sows	C
	Start food maschine	C
9.00-9.30	Pause	

- **Extra work**
 - Selling pigs
 - Wash
- **Who is off duty**
 - Replacement
 - Who can work instead
 - Holidays
- **Finding more time**
- **All know the plan**



Example:

No information was given from the manager about an employee who had free early!

- Therefore, the employees went around in all stables trying to find the colleague
- Because they needed some advice
- Waste of time, 2000 sows
- Frustration between employees

How are you?

I can see you look tired?

New colleague, does it take your energy or fill you up?

Where do you need more help?

Is there something you wish to learn more about?

Is the farrowing stable the right place for you to work?



- **Invest time in your employees**
- **Do not be afraid of talking together**
- **You will get closer to your employees**
- **Employees' issues at home can effect the work**
- **You need to care because it will give motivation**
- ***Good results depends on your employees***

Example:

- Wife/ children is in the home country
- Children in school, daycare
- Sickness, how is the Danish system
- Parents are sick at home

-“Talking” will show interest and care for people around you

The farmer gets a new employee.

The employee have a son, the son needs a place in daycare.

- All information from the "kommune", on the Internet, is in Danish
- Manager, farmer "it is not my problem!"
 - **When you hire an employee from a different culture.**
 - **You have a social responsibility to help.**

IN MY HEAD!

Time rule for farmer and managers

80/20

That means:

Care for employees 80% / Technical part 20%

- **Gives motivation**
- **See new things - ideas how to do it**
- **Meet other employees**
- **“Competition”**
- **New knowledge**
- **More education**



• ***You can always learn more, you will never finish!***

What Pernille's help means for me

- Feeling more motivated to learn more
 - Extra help in training process, with knowledge
 - Help to better understanding

 - Help by practice - Not only tell, but tell and show

 - *I was not expecting the level off information to be so high.*
 - *Knowledge about pigs and technic, feeding system etc.*

 - One person to talk with, who is not the farmer or manager
- ✓ I feel more confident in the job.**

- **I feel comfortable in DK**
- **I like working with the animals**
- **Good job, money comes every month**
- **It is clean and nice in DK**
- **People say " Hey" on the street**
- **Stability**
- **The nature and culture is nice**
- **It rains a lot in DK – but I like it**

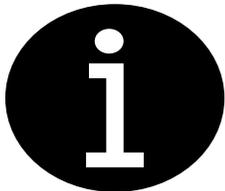


My goal right now is to learn everything about the farm!
To be able to handle the farm by my self if it is needed
- "so I can send my farmer on a long holiday."

Expectations to what a new employee can do!

- Start always from 0

-It is better to be surprised



***It will take 3 months for a new employee
Also if they have other work experience.
So have patience!***

- **A good start can give up to 70 % chance, that the employee will stay at the workplace after 3 years** (Reference: Væksthus for ledelse.)
- **People are different, how they learn and remember**
- **Have patience**
- **Have a plan for induction**

- **Take care of your employees, believe in them**
- **Listen to them**
- **Show your employees trust**

✓ **Leadership think 80/20**

Questions?

Thank you for listening to our story

