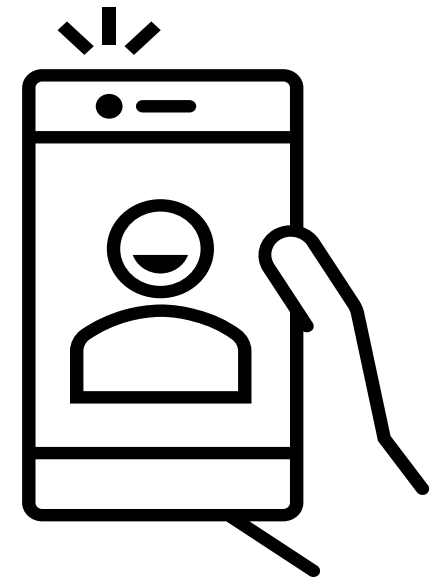


svineXperten

Digital task management has improved everyday life

Pernille Sloth Christensen og Torben Svane

1. Why digital tasks?
2. It can be difficult to onboard new employees
3. More structure is needed
4. How to use it
5. What the digital management gives in the daily workflow



- Pig and management advisor at SvineXperten
- Have been working with counseling since 2015

- 1997 – Educated on a cow farm
- 2001 Employee, pig farm
- 2007-2015 Manager

- Education: Business leader - Agricultural school
- Leadership
- Coaching
- Conflict management



Farmer and employees advisor

- Working routines
- Cooperation between people
- Task and management
- Goals and follow-up



Helping farmers and employees to make better results.

- I'm also giving advices in how to do it.

- Married to Mette, 2 boys in the age of 11 and 14 years
- Employee on pig farm 2007 - 2014
- Electrician 1998-2007
- Enlistment in the Danish navy 2002-2003
- Education:
 - Electrician and farming school



- The farm is near Nibe
- 650 sows and produces 30 kg. pigs for export
- One and a half week production
- Buys food for the sows
- 132 acres leased out
- Strategy, continue until 2035?
- 4 students on the farm
- Mette is the leader in farrowing stable and for the employees.



Economy check "Eye opener"

- **It was the worst, not funny at all...**
- Believed that I was good
- Compared with other farmers,
- (they were earning 1,5 mill more)
- Went home to do optimizing



(Stopped with making own gilts, Optimizing pregnant stable, Needed "more hands")

Torben – I need help...



Challenge – new employees, have to educate 2 practitioners

History - Didn't have good success in training new employees

This time - we must do it good and fast!

I have an offer for you...

Digital task management

- It's really smart and it is an easy system, everything is on the phone.

BUT.. NO, No it will not work on my farm.

All employees will go with their phones and be on Facebook and social media all the time. And not take care off my pigs.

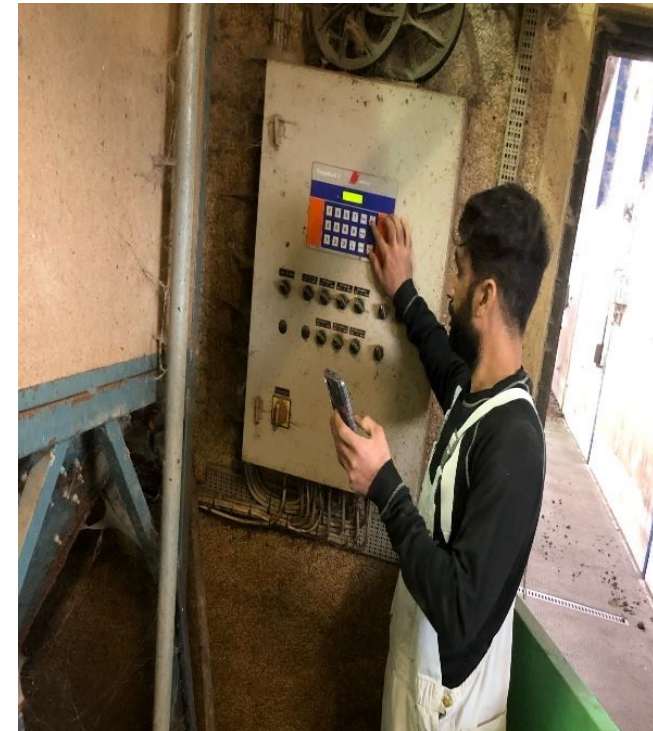
We are not ready for that, not yet... (Torben)

So because off that

We started with all tasks was put in Excel and on paper

Preparation off task

- All employees are involved
- The goal is to get **all tasks** written down
- Get tasks out of head and down on paper!



Clarified all tasks

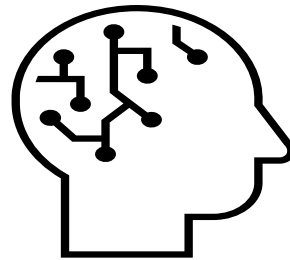
1. **What** do we do now?
2. **Who** is doing it?
3. **When** do we do it?
4. **Extra** assignments?



The hard challenge:

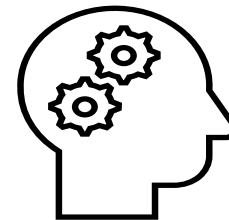
- To get all tasks out of our head and down on paper

A big challenge for the farmer...



How was it to get all written down?

- It was not easy to get all tasks and things out of our heads
- It went fast with the employees, not so easy for me
- Who does what? Can new employees do everything?
- Remembering the entire farm plan in the head
- My history of training new employees?

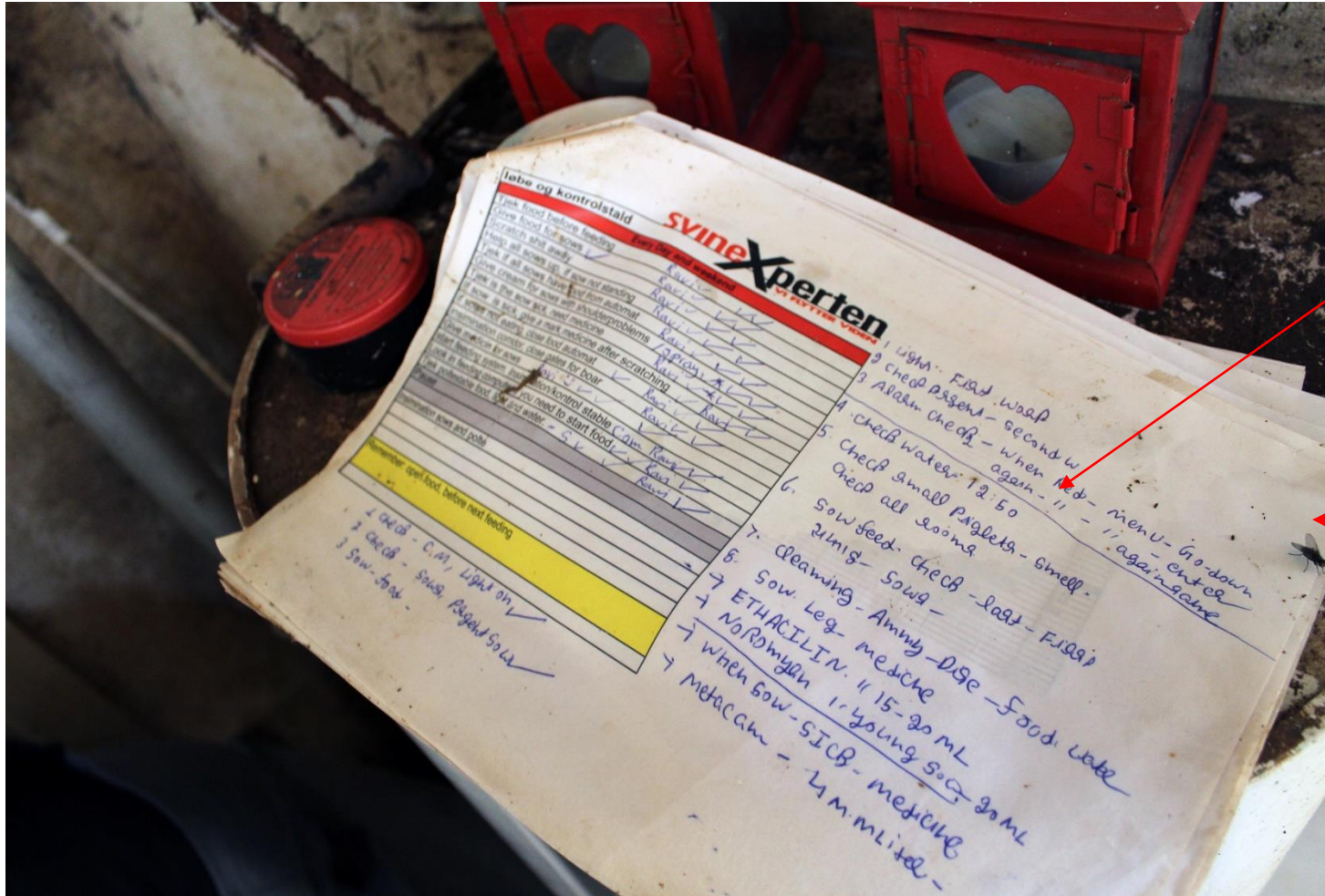


General challenges in training

- Training of new employees takes time, do we have the time?
- We are not good enough to explain, why we must do the job
- Communication and language can be a challenge
- Patience is needed, have to say things many times
- A lot of information, much to remember at the same time



Papers are not easy to work with!

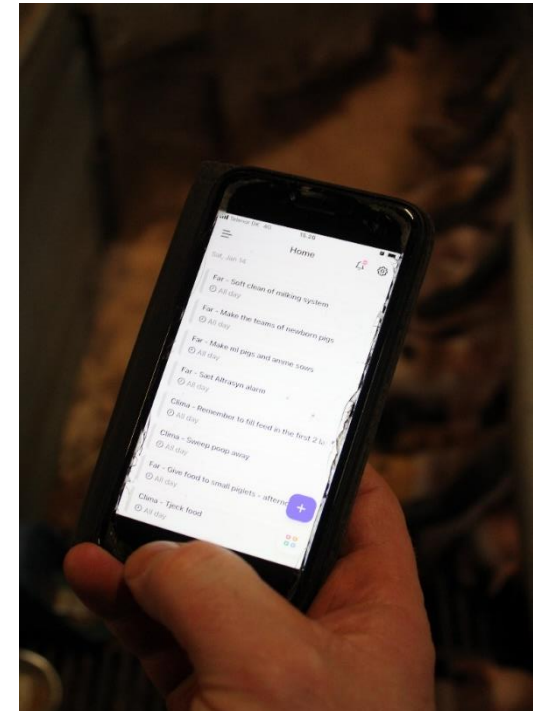


- Difficult to update

- Forget the paper

- Get wet!

- **Working plans on papers is a challenge**
- Cooperation between SvineXperten, Agri Nord about digital task system
- Torben was ready to start trying digital task



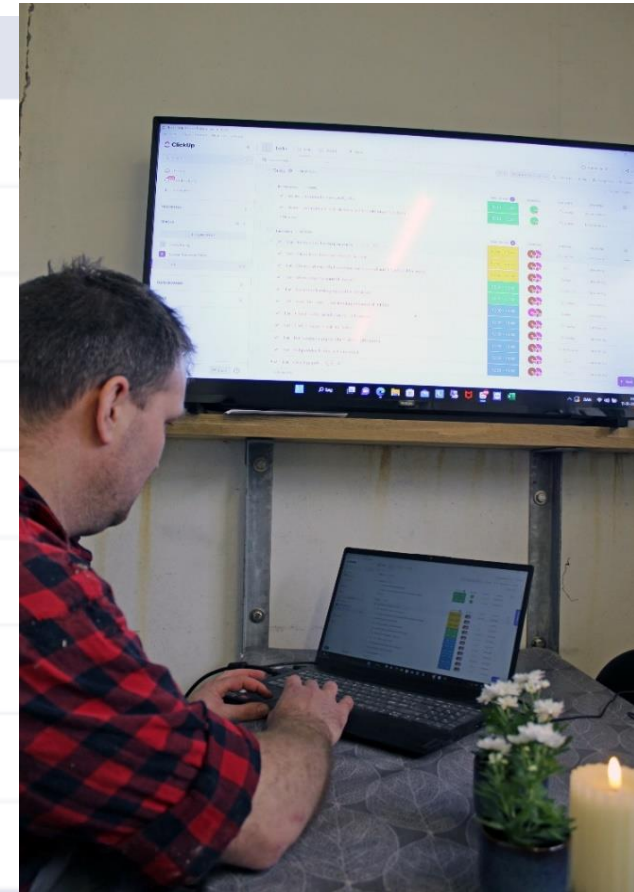
The digital task gives more opportunities

- Papers are not forgotten
- All employees have phones
- We can always make an update
- Possible to make job descriptions
- Make instructional videos ex. YouTube
- All tasks are easy to see

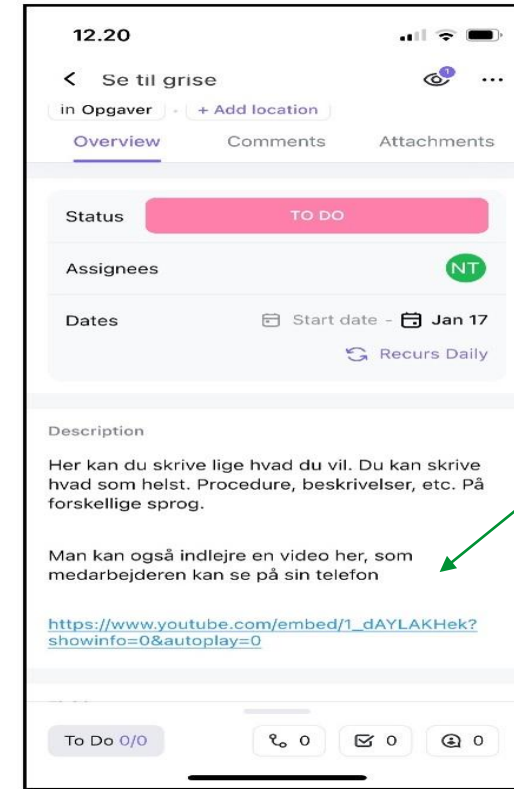
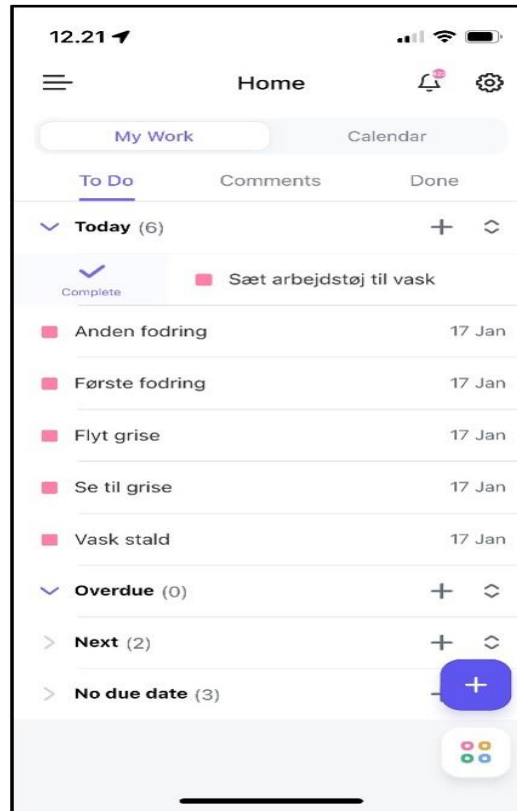


The screen on computer

✓ Klimastald	9 TASKS	TIME OF DAY	ASSIGNEE	DUE DATE	TIME ESTIMATE	STALD
✓ Se til grise		07:00 - 07:30	PC	Today	🕒	Klimastald
✓ Tankvask		07:00 - 09:00	PC	Today	🕒 1h 30m	Klimastald
✓ Giv medicin		07:00 - 09:00	PC	Today	🕒	Klimastald
✓ Fodring		07:00 - 09:00	NT	Today	🕒	Klimastald
✓ Vask Forrum		09:30 - 12:00	PC	Today	🕒 30m	Klimastald
✓ Vaccination		09:30 - 12:00	PC	Today	🕒 1h	Klimastald
✓ Sluk lyset, lås døren		12:30 - 15:00	NT	Today	🕒	Klimastald
✓ Grise transport kl 15:00		12:30 - 15:00	PC	Today	🕒	Klimastald
✓ Tjek at der er vacciner på lager		12:30 - 15:00	NT	Today	🕒	Klimastald



Phone with task

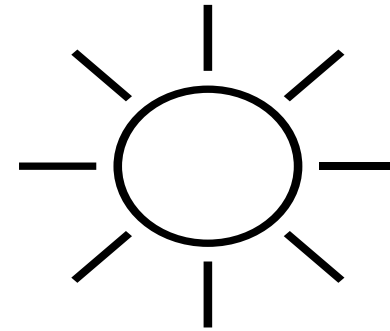


Instructional videos, YouTube



The good things:

- All tasks are available to the people that fill in as a replacement
- Everything is stored in the phones
- Possible to make extra introduction.
 - Ex. Make film –how to wash the milking system.
Upload it to YouTube and put the link into the task
- Minimizes the risk of mistakes



- Pestilence to go away on holiday
- Too much stress
- Didn't give enough information to the employees
- Bad conscience towards family

Where are we today?

- Better routines
- Vaccination on time, always
- Good overview of tasks in the day and in the future
- Things are done at time
- The pigs loves more structure,
- and because of that we are much more effective.
(4 pigs more weaned pr. sow)



Its a process and its takes time

Remember:

- Motivation, to be willing to make a change
- It's a process and it takes time in the beginning
- It ´s important to be realistic about time.
- Digital tasks saves time at the end



What are the employee's opinion?



- Digital tasks gives more structure
- Fast training of new employees
- More independent employees
- Tasks do not fill the head
- It's all a process, have time and motivation to start



What does the digital task do for me?

- Less work on me, less to remember
- The employees control their own working day
- More time for my family
- The employees are more happy
- Holiday, no stress



Questions ?

THANK YOU FOR LISTENING...

