

2017-18 Education Programs

for cooperative
directors, managers,
and employees

Profitability in today's ag
economy



Roles &
Responsibilities



Board/Management
Communication

Generational changes
in Ag



Ag Consolidation

The Nebraska Cooperative Council Board of Directors and staff strive to provide our members with the highest quality education programs possible. Because of the size and complexity of today's cooperatives, sophisticated and relevant director education programs are essential.

With guidance from the Council's Excellence in Cooperative Education Committee, the Council has developed the following programs for 2017/18. We encourage you to attend as many of these programs as possible and hope that each program will provide value for your cooperative.

REGISTRATION

REGISTRATION... Fees for all education programs will remain the same as they were last year. We have provided registration forms to managers, and they are asked to register all participants. This booklet and additional forms are also available on the Council's website at www.nebr.coop or by contacting the Council office at 402/475-6555. To be eligible for the pre-registration rate for each program, the registration fee must be received in the Council office by the date listed on the registration form.

CANCELLATIONS... Please notify the Council office at 402/475-6555 as soon as possible if you are unable to attend. Refund policies are listed on the registration forms.

HOTEL RESERVATIONS... Reservations must be made directly with the hotel site hosting the program. Please refer to the hotel contact information on the program pages within this booklet and on the registration forms.

2017-18 SCHEDULE

DIRECTOR/MANAGER WORKSHOP

Thu, November 16, 2017 -- Kearney, Holiday Inn

DIRECTOR CERTIFICATION PROGRAM

Wed, January 3, 2018 -- Phases 1 & 3 -- Kearney, Hampton Inn

Thu, January 4, 2018 -- Phases 2 & 4 -- Kearney, Hampton Inn

**NEW
OFFERING**

ADVANCED DIRECTOR TRAINING

Fri, January 5, 2018 -- Kearney, Hampton Inn

COOPERATIVE ISSUES SYMPOSIUM

Wed, January 31, 2018 -- Lincoln, Embassy Suites

COOPERATIVES FOR TOMORROW SEMINAR

Thu, February 1, 2018 -- Lincoln, Embassy Suites

BOARD LEADERSHIP SEMINAR

Thu, February 22, 2018 -- LaVista, Embassy Suites

COOPERATIVE EMPLOYEE PROGRAMS

Customized for individual cooperatives - date determined by co-op

STRENGTHSFINDER PROGRAMS

Customized for individual boards, senior management, or supervisory staff - date determined by co-op

Specific information on each of these programs can be found in this booklet.

DIRECTOR/MANAGER WORKSHOP



IS PROFITABILITY POSSIBLE? (HOW DO WE STAY THERE?)

SPONSORS

PRINCIPAL:

Nebraska Cooperative Council
CoBank

SUPPORTING:

Ag Processing Inc.
CHS Inc.
Land O'Lakes

Margin pressures and the tightening of agricultural credit continue to be issues that ag producers and cooperatives face during the current ag economy reset. Effective cost cutting and strategic positioning of resources will be essential for all cooperative leadership teams to implement.

To address these issues, the Director/Manager Workshop will begin with a presentation by Cortney Cowley, an economist with the Kansas City Federal Reserve Bank. Cortney will provide updated information on ag credit conditions in the KC Federal District which includes Nebraska. She will discuss working capital, loan delinquency rates, and other issues facing agriculture.

Following her presentation, Dr. Michael Swanson, Chief Agricultural Economist for Wells Fargo, will then provide an overview of the current ag economy as well as address the issue of how cooperatives can provide the best value proposition for their members.

The final presentation will be from Jonah Kolb of Moore & Warner Ag Group with Teays River Investments. He will address the who, what, why, where, when and how of ag investing and specifically how outside investment is changing the entire row crop production system with these topics:

1. Why investors are interested in agriculture
2. What kinds of investment are being made in the row crop value chain
3. Land investing
4. Technology investing
5. Potential impacts on farmers and cooperatives

Special thanks to
Farm Credit Services of
America for sponsoring the
noon lunch and breaks.

SCHEDULE

DATE: Thu, November 16, 2017
 TIME: 7:30 am (CT) Registration; 8 am - 2 pm Workshop
 LOCATION: Kearney, Holiday Inn (308/237-5971)

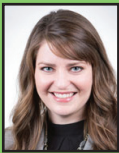
We also encourage you to register for the Council's Annual Meeting which will begin late afternoon on Nov 15 at the Holiday Inn-Kearney. It will feature a short business meeting, guest speaker, the Hall of Fame induction, and the membership reception allowing time for fellowship with cooperative managers/directors statewide.

REGISTRATION FEE

	<u>Pre-Regis*</u>	<u>General Regis</u>
Members	\$290	\$315
Non-Members or Members Not in Good Standing	\$390	\$415

* The form and fee must be received in the Council office by November 2, 2017.

FACILITATORS



Cortney Cowley is an economist in the Regional Affairs Department of the Federal Reserve Bank of Kansas City. Her current research focuses on agricultural finance, commodity markets, farm management, and natural resource economics and policy. Cortney's responsibilities also include writing for the Tenth District Survey of Agricultural Credit Conditions and the Federal Reserve System's Agricultural Finance Databook. Cortney joined the Bank in 2015 after completing her Ph.D. in Agricultural Economics at Oklahoma State University. She also holds a B.S. degree in Biosystems Engineering from Oklahoma State and a M.S. degree in Civil Engineering from Colorado State University.



Dr. Michael Swanson is an agricultural economist and consultant for Wells Fargo, the largest commercial agricultural lender in the United States. His responsibilities include analyzing the impact of energy on agriculture, forecasting for key agricultural commodities, such as

wheat, soybeans, corn, and cotton, and livestock sectors such as cattle, dairy, and hogs. Additionally, he helps develop credit and risk strategies for Wells Fargo customers and performs macroeconomic and international analysis on agricultural production and agribusiness.



Jonah Kolb is the Managing Member of Moore & Warner Ag Group and directs the day-to-day operations of the firm across its farm management, farmland investing, and consulting activities. Jonah leads business development and works with private and institutional investors to build and manage direct farmland portfolios. He also advises start-ups, corporations, and investment funds pursuing opportunities in production agriculture, agtech, and agribusiness.

DIRECTOR CERTIFICATION PROGRAM



DCP is conducted annually to help new directors deal with the challenges they face as decision makers. DCP is designed to accelerate the process by which directors become active, effective board members. For the new director, training is very important to establish an understanding of the responsibilities of the position.

Through DCP, directors will gain the skills necessary to become a contributing member of the board and fulfill their duty to access the information needed to make sound business decisions.

OBJECTIVES

- Provide a clear understanding of the board's roles/responsibilities and how these differ from those of the manager
- Develop a framework of successful cooperative planning/monitoring of results
- Provide an understanding of financial statements including their use in decision making
- Provide "hands on" experience in cooperative problem solving
- Allow directors to gain insights into other cooperatives through interaction with other participants

CERTIFICATION

Upon completion of all four phases, achievement will be recorded by the Council and acknowledged with a certificate from CoBank and the Council.

TOPICS COVERED

Each phase is a day-long program with two phases are offered each day. Each phase is going on concurrently in separate rooms.

PHASE 1

Introduction
Co-op Principles & Practices
The Management Team
Roles & Responsibilities of Directors
Director's Legal Obligations
Board Operations

PHASE 2

Planning
Control
Board Policies

PHASE 3

Capitalizing a Cooperative
Understanding Financial Statements
Using Financial Statements
The Audit/Auditor Instruction

PHASE 4

Board/Management Communications
Utilizing Performance Standards to Enhance
Communication
Being a Responsible Director

SCHEDULE

DATE/TIME:

Wed, January 3, 2018: Phases 1 & 3 [Registration at 10:30 am CT; Each phase from 11 am to 5:30 pm]
 Thu, January 4, 2018: Phases 2 & 4 [Registration at 7:30 am CT; Each phase from 8 am to 2 pm]

LOCATION:

Kearney, Hampton Inn (308/234-3400)

- After completion of Phase 1, phases can be taken in any order.
- For those staying overnight at the Hampton, the hotel offers a complimentary breakfast and evening reception. The evening reception provides an excellent networking opportunity for attendees.

REGISTRATION FEE

	<u>Pre-Regis*</u>	<u>General Regis</u>
Members	\$290	\$315
Non-Members or Members Not in Good Standing	\$390	\$415

* The form and fee must be received in the Council office by December 20, 2017.

FACILITATORS



Dr. Greg McKee is the Agriculture and Rural Cooperatives Faculty Member at the University of Nebraska-Lincoln. His teaching and research interests address inter-firm relationships in food and agricultural business economics. Topics of interest include: financial performance, management, and marketing of cooperative businesses and contracting and vertical integration.



Dr. Keri Jacobs is Assistant Professor in the Department of Economics at Iowa State University and holds the Iowa Institute for Cooperatives Economic Professorship. She provides teaching, research and extension on cooperatives, and focuses her research and extension efforts on financial and equity conditions of ag cooperatives and agribusiness consolidation.



Tom Houser is Vice President of the Regional Agribusiness Banking Group in the Omaha office of CoBank. He has more than 30 years of lending experience with CoBank. In addition to serving farm supply and marketing cooperatives, Tom is heavily involved in CoBank's ethanol lending portfolio.



Bill Kutilek has practiced law at Crosby Guenzel LLP since 1998. Bill actively assists boards of directors and clients in the following areas of practice: commercial law, corporate governance, agricultural law, litigation, creditors' rights, corporate formations, and corporate mergers and asset acquisitions. He regularly represents clients in negotiating and closing a wide range of commercial loan, real estate, merger and acquisition, and other commercial transactions.



Rocky Weber is an attorney and the President and General Counsel of the Nebraska Cooperative Council. He was formerly a partner with the Crosby Guenzel LLP law firm. Prior to joining the Council in March 2016, he worked individually with many Nebraska cooperatives as legal counsel and served as a facilitator on other Council programs.



Ed Woepfel is the Education & Program Director for the Nebraska Cooperative Council. He has directed Council education programming for the past 18 years after spending 9 years as a high school ag teacher and 11 years in the Nebraska Department of Education.



ADVANCED DIRECTOR TRAINING

In response to the increased interest of experienced board members and suggestions from management teams, the Council is offering an Advanced Director Training (ADT) program that is **designed for directors that have completed DCP and have served on their local cooperative board for several years and would like a refresher course.**

To prepare for this offering, we have surveyed our members, and both the managers and directors identified two topics that need to be addressed:

1. Roles & Responsibilities of Directors
2. Board/Management Communications

While the Roles & Responsibilities of Directors are numerous, we are boiling the presentations down to the key responsibilities of a board.

Probably the single most important task of the Board is to determine the future plans/vision for the cooperative. Planning for the future requires a full understanding of the financial picture of your cooperative so the first session will focus on balance sheets, sources and uses of funds, and a balance sheet predictor.

The session will also incorporate situational analysis using financial acumen to analyze situations that Boards of Directors may encounter as well as assessment of ongoing profitability of the cooperative.



The next session will focus on board member communications. As cooperatives continue to grow, it is important that Board members are able to effectively communicate the vision and plans of the cooperative to member patrons. It is important that the Board and management are on the same page in their communications. This session will focus on preparing board members to communicate the strategy and mission of the cooperative to the public. Bryan Bjerke and Mark Smither of Paulsen will lead this discussion.

The final session of the day will focus on Board-Management Communications. Dr. Greg McKee will identify key ways to improve board-management communication to ensure successful operations of the cooperative.

SCHEDULE

DATE/TIME:

Fri, January 5, 2018 [Registration at 8:30am CT; Program from 9am to 3pm]

LOCATION:

Kearney, Hampton Inn (308/234-3400)

To attend, you must be a DCP graduate and have been serving on your local cooperative board for several years.

REGISTRATION FEE

	<u>Pre-Regis*</u>	<u>General Regis</u>
Members	\$290	\$315
Non-Members or Members Not in Good Standing..	\$390	\$415

* The form and fee must be received in the Council office by December 20, 2017.

FACILITATORS



Dr. Greg McKee is the Agriculture and Rural Cooperatives Faculty Member at the University of Nebraska-Lincoln. His teaching and research interests address inter-firm relationships in food and agricultural business economics. Topics of interest include: financial performance, management, and marketing of cooperative businesses and contracting and vertical integration.



Dr. Keri Jacobs is Assistant Professor in the Department of Economics at Iowa State University and holds the Iowa Institute for Cooperatives Economic Professorship. She provides teaching, research and extension on cooperatives, and focuses her research and extension efforts on financial and equity conditions of ag cooperatives and agribusiness consolidation.



Bryan Bjerke and Mark Smither are both part of the management team for Paulsen in Sioux Falls, South Dakota. Paulsen is an agri-marketing, branding and digital strategies firm focusing on advertising and communications strategies for agribusinesses, including agricultural cooperatives.

COOPERATIVE ISSUES SYMPOSIUM



GENERATIONAL CHANGES IN AGRICULTURE

The **Cooperative Issues Symposium** has been designed to address specific issues cooperatives are facing and drill down on those issues. This year's topic will focus on Generational Changes in the Marketplace and the Workplace. The millennial generation evolving into adulthood continues to be a challenging development for marketing and supply businesses and employers.

As potential employees and customers, this age group brings differing values to businesses employing them or vying for their business.

To begin the day we will look at in-depth research showing the demographic changes taking place in agriculture. It has been said that retail ag may see 50% of the "decision makers" change in the next five years. Chad Gent from Farm Credit Services of America will provide research that shows major changes in Nebraska agriculture. Their research is eye opening and will give you plenty of food for thought.

Kristen Hadeed, an entrepreneur and millennial engagement expert with Start With Why, will then help us unravel the mystery of millennials in order to bridge the gap to understanding what it takes to inspire and engage this unique generation. Kristen's presentation will be one you do not want to miss because she will bluntly describe this new generation of workers and customers.

We will wrap up the afternoon session with a panel discussion of young professionals to get their views and expectations of the workplace. This presentation may be another eye opener for cooperative directors.

The keynote speaker following dinner will be Matt Rush. Matt is a fourth generation farmer and cattle rancher from New Mexico. Matt will inspire you with his passion about his values, the future of our children, and the American way of life.

Special thanks to CoBank for sponsoring the evening reception and dinner.

SCHEDULE

DATE: Wed, January 31, 2018
TIME: 12:30pm (CT) Registration; 1:00-8:00pm Seminar (includes dinner and evening keynote speaker)
LOCATION: Lincoln, Embassy Suites (402/474-1111)

REGISTRATION FEE

	<u>Pre-Regis*</u>	<u>General Regis</u>
Members.....	\$375	\$400
Non-Members or Members Not in Good Standing.....	\$475	\$500

* The form and fee must be received in the Council office by January 17, 2018.

FACILITATORS

Chad Gent leads the Retail Credit Team for Frontier Farm Credit and Farm Credit Services of America in Omaha. Chad began his professional career in 1992 as a Loan Officer serving farmers in Central and Northern Iowa. In 2002 Chad moved to Northeast Iowa to serve as the Marketplace Vice President for the Decorah and Manchester Farm Credit offices. In 2006, Chad moved to Omaha to work as a Relationship Manager in the Agribusiness Finance team. In that role he worked with Agribusiness clients, primarily Midwestern ethanol plants, providing direct and syndicated project finance debt. In 2009, Chad transitioned to the Credit Division and now leads the six Retail Credit Teams that provide financial analysis and credit underwriting for the 48 offices served by Frontier Farm Credit and Farm Credit Services of America.



Kristen Hadeed imagines a world in which all organizations have cultures that empower people to keep climbing toward the best version of themselves every day. Over the last seven years, Kristen has challenged the millennial status quo. Today, Kristen helps organizations across the world make a lasting, meaningful impact on people by creating environments in which they thrive. She has worked with organizations in a variety of industries including healthcare, education, retail, real estate, nonprofit, hospitality, aviation, and consumer products. Kristen and Student Maid have been featured in news outlets including PBS, FOX and Forbes. Her first TED Talk has received more than two million hits on YouTube.

Matt Rush, having grown up on a farm and ranch in rural New Mexico, brings a common sense, “farm boy” logic to his speaking and training. The Zig Zigar Corporation recently recognized his talent and skill as a speaker and trainer inviting him to become one of their first ever Platinum Level speakers. He has served as the former CEO of the New Mexico Farm Bureau and past president of the Ethos Leadership Group. He has also previously served on the American Farm Bureau’s Foundation for Agriculture Board of Directors and the Berean Children’s Home Board of Directors. He has been quoted on Bloomberg Business Weekly, NPR, PBS and ABC News.



COOPERATIVES FOR TOMORROW SEMINAR



Cooperatives for Tomorrow will continue with its “big picture” theme by addressing the consolidating agricultural marketplace. Historically, stressful conditions lead to consolidation in most markets. It is rapidly appearing like the current market stress in agriculture has indeed sped up consolidation at both the farm level and the corporate level.

As farms continue to consolidate, how will that impact cooperatives and their membership? As manufacturers continue to consolidate, how does that impact cooperatives? If farms continue to grow and manufacturers consolidate, what will be the role of the cooperative? Will we see more direct sales from manufacturers to mega-farms? Will retailers (cooperatives) be squeezed in this new structure? CFT will address these issues.

Dr. Michael Langemeier, Ag Economist at Purdue University, will provide the background, trends, and

projections that have occurred in production agriculture. While intuitively we all believe farmers will continue to grow in size, Dr. Langemeier will provide a clearer vision of this trend and the potential impact on cooperatives.

Dr. Langemeier will then address the consolidation taking place in agribusinesses. Recent announcements of Monsanto, Syngenta, ChemChina, etc. are significant in the ag marketplace. Dr. Langemeier will discuss how this corporate consolidation will impact farmers and cooperatives alike.

Dr. Robert Reiter, Global Vice President of Research & Development Integration Strategy at Monsanto, will then provide their view of the consolidation of major agribusiness firms and the impact this will have on agriculture. There is considerable concern regarding this consolidation; however, there may be valid reasons for consolidation to occur. Bob will discuss both sides of this argument.

Additional speakers may be added to this program. Watch for further updates.

SCHEDULE

DATE: Thu, February 1, 2018
 TIME: 7:30am (CT) Registration, 8:00am - 2:00pm Seminar (lunch provided)
 LOCATION: Lincoln, Embassy Suites (402/474-1111)

REGISTRATION FEE

	<u>Pre-Regis*</u>	<u>General Regis</u>
Members	\$375	\$400
Non-Members or Members Not in Good Standing	\$475	\$500

* The form and fee must be received in the Council office by January 17, 2018.

PROGRAM SPEAKERS



Dr. Michael Langemeier is the Director of Cropping Systems for the Center for Commercial Agriculture in the Department of Agricultural Economics Department at Purdue University. He received a B.S. and M.S. in Agricultural Economics from the University of Nebraska-Lincoln in 1984 and 1986, and a Ph.D. in Agricultural Economics from Purdue University in 1990. Michael's extension and research interests include crop insurance, cropping systems, benchmarking, financial management, land markets, risk management, strategic management, and transition planning. He has presented materials on these topics to state, national, and international audiences. In addition to his extension and research work, Michael has taught courses in economic theory, farm management, and risk management.

Dr. Robert (Bob) Reiter is Global Vice President of Research & Development Integration Strategy at Monsanto where he drives the strategic planning, vision and integration of a world-class agricultural R&D organization. Since joining Monsanto in 1998, Bob has held many roles across the Supply Chain, Research and Development, and Biotechnology organizations. During this time leading Monsanto's Supply Chain organization, he provided oversight for all global supply chain functions for Monsanto's row crop, vegetable seed and chemistry businesses. Early in his Monsanto career, Bob established a world-class global breeding laboratory designed to provide ultra-high throughput DNA analytic capabilities. Together with other scientists, Bob developed advanced breeding programs that help to deliver faster rates of genetic improvement through breeding using DNA analysis.



BOARD LEADERSHIP SEMINAR

(previously called the “Board Officer Seminar”)



The farmer owned cooperative of the 21st century presents a myriad of issues for farmer boards of directors to address in a rapidly changing environment. Board members are recognized as leaders by cooperative patrons and the public at large. The **Board Leadership Seminar** provides an opportunity for Board members to broaden their context and perspective on their roles as cooperative leaders.

2018 PROGRAM

This year’s program will continue the open forum discussion that has always been highly rated by participants. The morning session will feature Council President Rocky Weber and Attorney Bill Kutilek. We will break at noon for lunch and then resume the discussions after lunch until we adjourn at 3:00 pm.

The discussion during these open forum sessions is far ranging and challenging for board leaders. There are a multitude of topics covered during this program and the best part of it is the topics originate from those who attend. Participants are welcome to submit questions to the Council office prior to the Seminar.

OBJECTIVES

- Gain an understanding of the leadership requirements of board members in the decision making process
- Gain an understanding of the current issues with which board members must deal to help the cooperative effectively serve its member patrons

SCHEDULE

DATE: Thur, February 22, 2018
TIME: 10 am (CT) Registration, 10:30 am - 3 pm Seminar (lunch provided)
LOCATION: LaVista, Embassy Suites (402/331-7400)

REGISTRATION FEE

	<u>Pre-Regis*</u>	<u>General Regis</u>
Members	\$325	\$350
Non-Members or Members Not in Good Standing	\$425	\$450

* The form and fee must be received in the Council office by February 8, 2018.

FACILITATORS



Rocky Weber is an attorney and the President and General Counsel of the Nebraska Cooperative Council. He was formerly a partner with the Crosby Guenzel LLP law firm. Prior to joining the Council in March 2016, he represented most Nebraska cooperatives as legal counsel in the course of which he worked closely with many Boards and Board members in a wide variety of situations. Rocky has also served as a facilitator for DCP programs for over two decades.

Bill Kutilek has practiced law at Crosby Guenzel LLP since 1998. Bill actively assists boards of directors and clients in the following areas of practice: commercial law, corporate governance, agricultural law, litigation, creditors' rights, corporate formations, and corporate mergers and asset acquisitions. He regularly represents clients in negotiating and closing a wide range of commercial loan, real estate, merger and acquisition, and other commercial transactions.



COMMENTS FROM PAST BOS PARTICIPANTS

"This is always my favorite program to participate in. I really enjoy the open forum style of discussion. It allows boards to sort of compare notes on how to do things without getting into the business details of each company."

"It's good to talk to other co-ops about issues in the open forum."

"Always a good meeting to find out how others handle different problems"

"Still my favorite NCC session of the year. Great topics and participation. I highly recommend this seminar."

COOPERATIVE EMPLOYEE SEMINARS

The Nebraska Cooperative Council is partnering with Hedlin Ag Enterprises and The Growth Coach to provide a revised version of Cooperative Employee Seminars. These programs are designed to add to the skill level of cooperative employees and help them in their day-to-day activities.

PROGRAMS

Each of these workshops is designed to be 2½ to 3 hours in length and supplement/compliment other training programs you may already be planning. For example, if you need to conduct a 1 hr safety training program, we can pair that training with one of our sessions to provide a half-day session. Topics that the Council can address are:

Navigating Generational Differences in the Workplace... Younger and older workers often have different values and characteristics. The focus of these presentations is to better understand each of the four generations currently in the workplace and how to accommodate generational differences successfully. This involves helping younger and older employees to better understand one another and focus on broader goals that benefit the organization.

Effective Communication in the Workplace... Communication involves the transmission of information from one person or group to another. It can take on different forms (ie, auditory, visual, etc.) and the level of success of these modes of communication are not the same in every situation. In this presentation we look at both the barriers and ways to facilitate communication in the work setting.

Understanding & Managing Change... In today's business world, the pace of change is unprecedented. This workshop will help employees understand the need for change and, more importantly, how to manage change. Kevin Drury of Hedlin Ag Enterprises will present this workshop.

Co-ops 101... This 3-hr workshop will provide employees with an understanding of why cooperatives are a unique business structure. Topics will include cooperative principles, legal foundations, patronage refunds, financing, equity redemption, and governance structures. The program is designed for employees that will be taking on more responsibilities within the co-op in the future.

SCHEDULE

The Council will provide employee seminars to cooperatives at an affordable rate on a cost recovery basis. If you are interested in hosting one of these programs or other employee programs, please contact Ed Woepfel at 402/475-6555.

STRENGTHSFINDER

Over the past several years, the Council has been working with The Gallup Organization to provide additional team building resources for cooperatives. Through this work we have been able to provide cooperatives with a personal development tool developed by Gallup called the StrengthsFinder®. The StrengthsFinder® survey is a tool that is used to help individuals identify their strengths with the idea that once individuals understand their strengths, they then can pursue jobs and careers that will allow them to build upon their strengths and, therefore, be more productive contributors to whatever enterprise they are involved in. This concept applies not only to employees but to board members as well.

PROGRAMS

Three workshops are available to meet the needs of local cooperatives:

StrengthsFinder® training for local boards... Will help board members understand their individual strengths and at the same time gain an understanding of how boards interact by virtue of the individual strengths that each board member brings to the group.

StrengthsFinder® training for senior management teams... Very similar to the board training but focuses on the senior management team of the cooperative to help that group understand how to position team members to fully utilize each team member's individual strengths.

StrengthsFinder® training for supervisory personnel... Designed for mid-management level cooperative employees to provide supervisory employees with an understanding of the StrengthsFinder® as well as how to use the StrengthsFinder® to more effectively organize teams of current employees. The final portion of this workshop will explore how to utilize the StrengthsFinder® to hire future employees.

SCHEDULE

The Council will provide the StrengthsFinder® programs to cooperatives at an affordable rate on a cost recovery basis. If you are interested in hosting a program, please contact Ed Woepfel at 402/475-6555.

Nebraska Cooperative Council

134 South 13th St., Suite 503

Lincoln, NE 68508

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The Post Office requires verification of addresses. If your address as shown below is not correct, please contact the Council office at 402/475-6555 or ncoopc@nebr.coop.