Themes

- Personal journey
- Never stop learning
- How to keep it from being “the job”
- Get involved
What “Ag” Background?
The World of Cobb
Cobb Business Unit Regions
When does the learning stop?
Heading Out on the Road-1975
Heading Out on the Road-1975
Leadership Growth

Time

Technical Knowledge

Interpersonal Skills
Will you be a great boss?

Most managers stop working on themselves

“Becoming a great boss (leader) is a lengthy, difficult process of learning….driven mostly by personal experience.”

Are you a good boss: Hill & Lineback
HBR, Jan-Feb 2011
The Truth About Leadership

- (Believe that) You make a Difference
- Credibility is the Foundation
- Values Drive Commitment
  - Focus on the Future
- You Can’t Do It Alone
- Trust Rules
- You Lead by Example (or you don’t lead at all)
- Best Leaders are the Best Learners
  - Leadership is an Affair of the Heart
  - Challenge the status quo

Source: The Truth About Leadership; J. M. Kouzes & B. Z. Posner
The Most Important Leader

“The leader who has the most influence over your desire to stay or leave, your commitment to the organization’s vision and values, your treatment of customers, your ability to do your job well and the direction of your career, to name but a few outcomes, is your most immediate manager.”

Source: The Truth About Leadership; J. M. Kouzes & B. Z. Posner
Three Signs of a Miserable Job

- Irrelevance
- Immeasurement
- Anonymity

Know the person

Source: Three Signs of a Miserable Job, Patrick Lencioni
Liking your work
(1975-2015—Do the Math!!)
Career Path?
Millennial Mindset

“…PwC’s (Price Waterhouse) Millennials don’t only demand to know the organization’s purpose—it’s reason for being—but are prepared to leave the firm if that purpose doesn’t align with their own values.”

Source: HBR, Nov ’14; Keeping Millennials Engaged, Bob Moritz
Values Drive Commitment

**Family**
Work and communicate with people in the same way you expect others to treat you. Treat people like family. Be impartial and respectful, focus on the best possible result for each other and the company.

**Integrity**
Expect and provide honest communication and interaction at all times. Maintain the highest ethical standards, be sincere and candid in difficult situations. Comply with all laws and regulations. Question unethical behavior.

**Being The Best**
Manage daily tasks to the best of your ability and accept full accountability for your actions. Encourage the team to do the same thing. Improve the company’s performance, product quality and customer service.

**Innovation**
Encourage creative thinking to effectively utilize resources and technology within the company. Openly assist in creating objective free-thinking and responsible risk-taking. Participate in the development of business solutions and services.

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**Familia**
Trabajar y comunicarse con la gente de la misma manera que uno espera que lo traten. Tratar a la gente como a su propia familia. Ser imparcial y respetuoso, enfocado en el mejor resultado posible para cada uno y el de la compañía.

**Integridad**
Esperar y proporcionar comunicación e interacción honestas en todo momento. Mantener los estándares éticos más altos así como ser sincero y abierto en situaciones difíciles. Cumplir con todas las leyes y reglamentaciones. Cuestionar la conducta poco ética.

**Ser El Mejor**
Manejar las tareas diarias lo mejor posible y aceptar plena responsabilidad por sus acciones. Estimular a todo el equipo a hacer lo mismo. Mejorar el desempeño de la compañía, la calidad de sus productos y el servicio de atención al cliente.

**Innovación**
Favorecer la creatividad para utilizar efectivamente los recursos y la tecnología dentro de la compañía. Participar abiertamente en la formación de libertad de pensamiento objetivo y responsable tomando decisiones. Participar en el desarrollo de soluciones de negocio y servicios.
Cobb Purpose

Serve our customer through the use of innovative research and technology to make protein healthy and affordable to everyone.
Getting Involved
(Believe that) You make a Difference

- **Peer leadership**
  - Other millennials
  - Social media

- **Company support**
  - Help frame the message/dialogue

- **Support the industry**
  - State Federations
  - National organizations
Food Demand (In your Career)

In **50** years, the world **population** will require **100%** more **food**, and **70%** of this food must come from efficiency-improving **technology**.

Source: Food Economics and Consumer Choice, Jeff Simmons, Elanco Animal Health, 2009
Thank You!