



# SKOV International

**PIG EDITION**

February 2008

## Practice, instruction and leadership go hand in hand in modern pig management

*By Bjarne Kornbek Pedersen, Danish Farm Design A/S*

Success in pig production is achieved only if modern management methods and systematic working routines are applied. Modern technology, high health level and excellent genetics do not guarantee high production results on their own. That is the take-home message from Danish Farm Design A/S who have developed a set of theoretical and practical training courses for future pig farm managers.

### **Training programme**

Six Serbian pig farm managers from the Serbian company Delta Agrar were the first ones to receive their diploma in the middle of September after having completed a six months' course comprising theoretical instruction at Bygholm Agricultural College and practical training in large Danish pig farms.

Training in modern management methods and pig caretaking is the objective of a comprehensive set of new tailor-made courses for pig caretakers around the world, which are organized by Danish Farm Design A/S – a company that specializes in development and design of large pig units, training of pig farm managers and management support internationally.



*Systematic working routines and regular recording of production data are key components in any pig farm management programme.*



“In Denmark we have some of the most efficient pig farmers in the world, lots of know-how and modern technology – so why not mix this cocktail and offer it to foreign pig farm managers and caretakers”, says Bjarne Kornbek Pedersen, general manager of Danish Farm Design A/S.

The longest course includes six theoretical modules of management of about one week each and six modules of practical training in farms – each module lasting about four weeks. Each module is finished with a test and a final exam at the end of the course. At the final exam the student must demonstrate what she/he has learned by a complete description and analysis of the farm where they did their training including a strategy and action plan for the farm. “We are very fortunate to collaborate with Bygholm Agricultural Academy, which is experienced in preparing theoretical education programmes for Danish and international agricultural students”, he continues.

### Short term courses

The next step for Danish Farm Design A/S has been to develop a comprehensive set of short term courses, which may be combined according to the needs of the client. For instance, if someone wants to be trained in farrowing house management, they can choose a theoretical course combined with practical training in a Danish pig herd. However, more courses may be added or combined as needed.

All courses are carried out in collaboration with Christiansminde Multisite – an 1100 sow full line herd with a highly efficient production. Thus, the herd has been weaning between 31 and 32 pigs per sow per year continuously for the last three years. Courses may be arranged for a maximum of six people and accommodation is provided in modern facilities on the farm.

Courses may be of two, four or six weeks’ duration depending on the requirements of the client. In addition, Danish Farm Design A/S may provide support and back up for the trainees after the trainees return to the farms in their home countries.

“Our objective has been to take a bottom up approach to show the trainees that practice, instruction and leadership go hand in hand in modern pig management. In other words, management is not done from an office! You may know all the theory in the world about pig production, but if you cannot demonstrate it or motivate your staff to do the right thing – then it is completely useless”, Bjarne continues. “Therefore, our courses comprise a mixture of pig farm management procedures as well as modern human resource management including

personal profile testing (DISC-profile), which is demonstrating what you should look for when you want to create efficient teams among other things”.

### Management – a key factor for success

“Lots of new large pig farms have been and are being planned in Eastern Europe and elsewhere. Investors spend millions of dollars in new technology and modern breeds, but they often forget about the most important ingredient, i.e., the staff who is going to manage the farm and the animals when the project is finished”, says Bjarne Kornbek Pedersen.

“The staff is the most important key factor for success in pig production today”, he continues – “it is the catalyst that allows all the technical and biological input factors to produce the expected output. Therefore it is frustrating to observe how often it is neglected in many cases”, he continues.

Danish Farm Design A/S started its management activities two years ago by providing management support to pig farmers and owners of large pig farms outside Denmark via highly skilled managers. Their concept is to hire in experienced managers and then place them abroad in large pig units where they are organizing and training the local staff as well as reporting to the owners.

The managers posted abroad have a back-up service from the super-managers of the company in Denmark via e-mail and online support. The company uses the web-based FarmManager software for organizing staff and working routines, etc., which allows them to follow up on advancements via the internet. Moreover, their super managers visit their clients’ farms regularly to follow up on progress and problem solving. This concept is highly successful and is now also being implemented in herds in Denmark.

“Thus, we provide support to the local pig farm manager and assist him in setting up long term goals, problem solving, etc. In reality, we are just applying some of the same procedures in pig farm management, which have been used in other industries for many years”, says Bjarne. “Adding the training and education package has only been a logical step in our management activities”, he says.

“A good manager knows that high productivity may only be reached by being aware of how different personalities operate and collaborate and that motivation and good communication are extremely important ingredients for obtaining high production efficiency”, finishes Bjarne Kornbek Pedersen.

## Facts about courses in pig farm management

Organizer of management courses	Danish Farm Design A/S Forskerparken 10, 5230 Odense M Denmark <a href="http://www.danishfarmdesign.dk">www.danishfarmdesign.dk</a>
Course start	Continuously
Duration of courses	2, 4, 6 or 26 weeks
Course content	According to needs of clients – see website for details
Additional information	info@danishfarmdesign.dk or bkp@danishfarmdesign.dk

## 2 WEEKS • Theoretical and practical training course



### Week 1

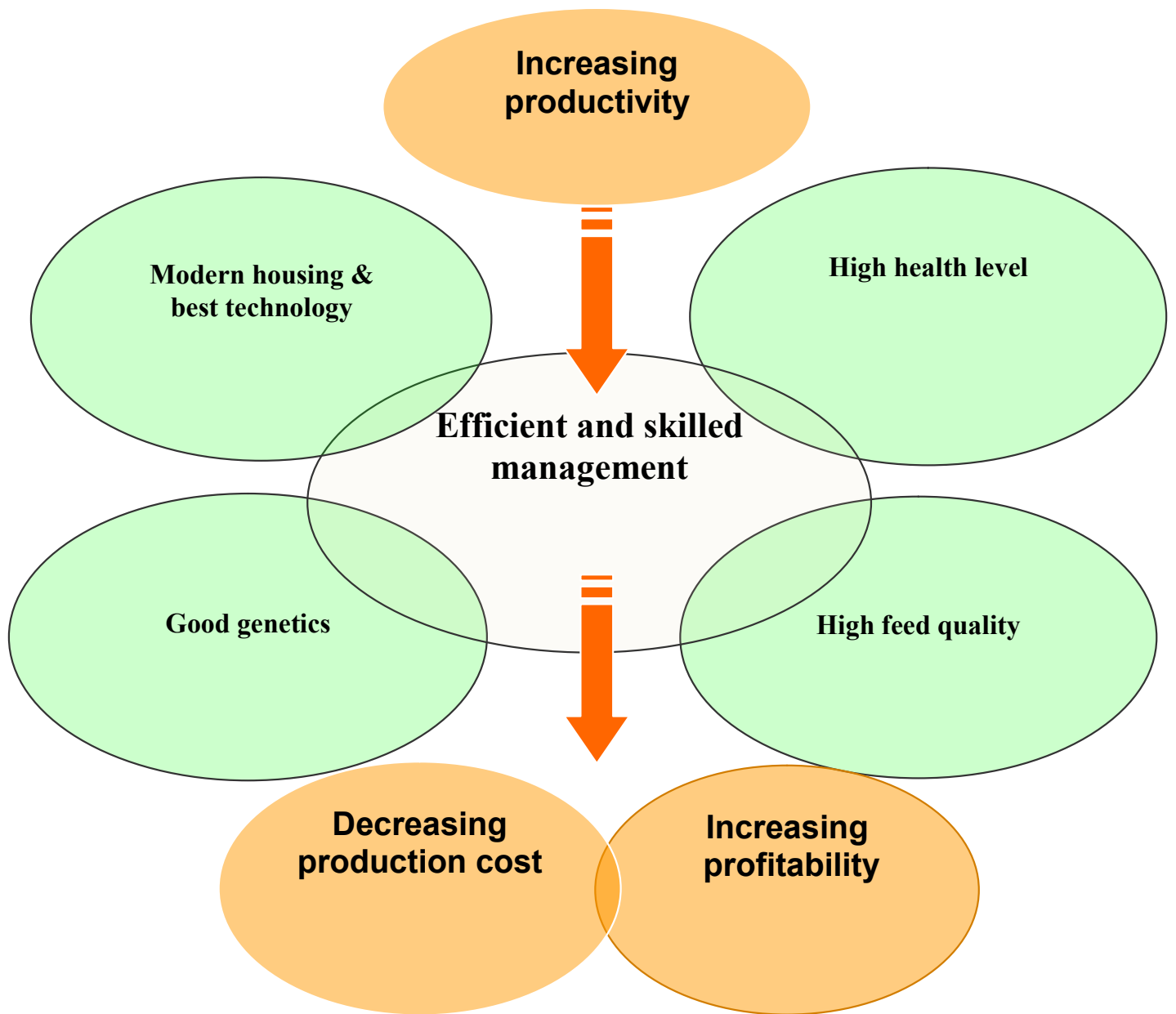
<b>Weekend</b> Arrival Aalborg/Christiansminde  Free time	<b>Mon.</b> Theory module 2 hours	<b>Tue.</b> Practical on farm training	<b>Wed.</b> Practical on farm training	<b>Thu.</b> Theory module 2 hours	<b>Fri.</b> Practical on farm training
	Introduction program  Practical on farm training			Theory module 2 hours  Theory module 2 hours	

### Week 2

<b>Weekend</b>  Free time or practical training	<b>Mon.</b> Practical on farm training	<b>Tue.</b> Practical on farm training	<b>Wed.</b> Theory module 2 hours	<b>Thu.</b> Practical on farm training	<b>Fri.</b> Practical on farm training
			Theory module 2 hours  Theory module 2 hours		



Serbian trainees with Danish Minister of Food and Agriculture, Hans Chr. Schmidt in front of Bygholm Agricultural Academy.



*Efficient and skilled management is the catalyst that provides for a high productivity and profitability in pig production.*

