

Progressive Swine Technologies

Crystal Klug

Recruiting and Community Relations



Who we are...

Mission Statement

To be the least cost producer providing value added product while being environmentally and neighborhood friendly as we enhance our team members' quality of life.

Principles of PST

- Do the right thing
- Do the best you can
- Treat people the way you want to be treated



Recruitment

- Step 1: Why should anyone want to work for you?
- Step 2: Start locally...do people in your community know who you are? What you do? Or that you are hiring?
- Step 3: Put a face to your business. Take an afternoon and go door to door to businesses and leaders in your community. Let them know you are always on the lookout for great people.



Community Events

- Put a face to a name
- Grilling Events:
 - Memorial Day
 - 4th of July
 - High School Football Tailgates



You hired a great person... now what?

- Are their objectives clearly defined and do they understand what is expected of them?
- Are they given obtainable goals to reach, challenges and proper rewards for efforts?

“A goal without an action plan is a day dream.”

~ Dr. Nathaniel Branden



Monetary Rewards

- Production Incentives
- Iron Man Award (\$500 reward for no sick days during the course of 1 year)
- \$75 free pork certificates after 6 months of employment.
- \$1000 recruiting incentive for recruiting a team member who stays on board for a minimum of one year.



Retention: Keys for success



- Did you hire the right person from the start?
- PST Terminations 2008:
 - 38% lasted less than 90 days
 - 32% lasted less than one year
- One Year or Less
 - 43% Stockman
 - 25% Herdsman
 - 19% Part-time



Retention: Keys for success

- Moral of the story...
HIRE THE RIGHT PEOPLE!
- You can't consistently train and develop people who can't think.

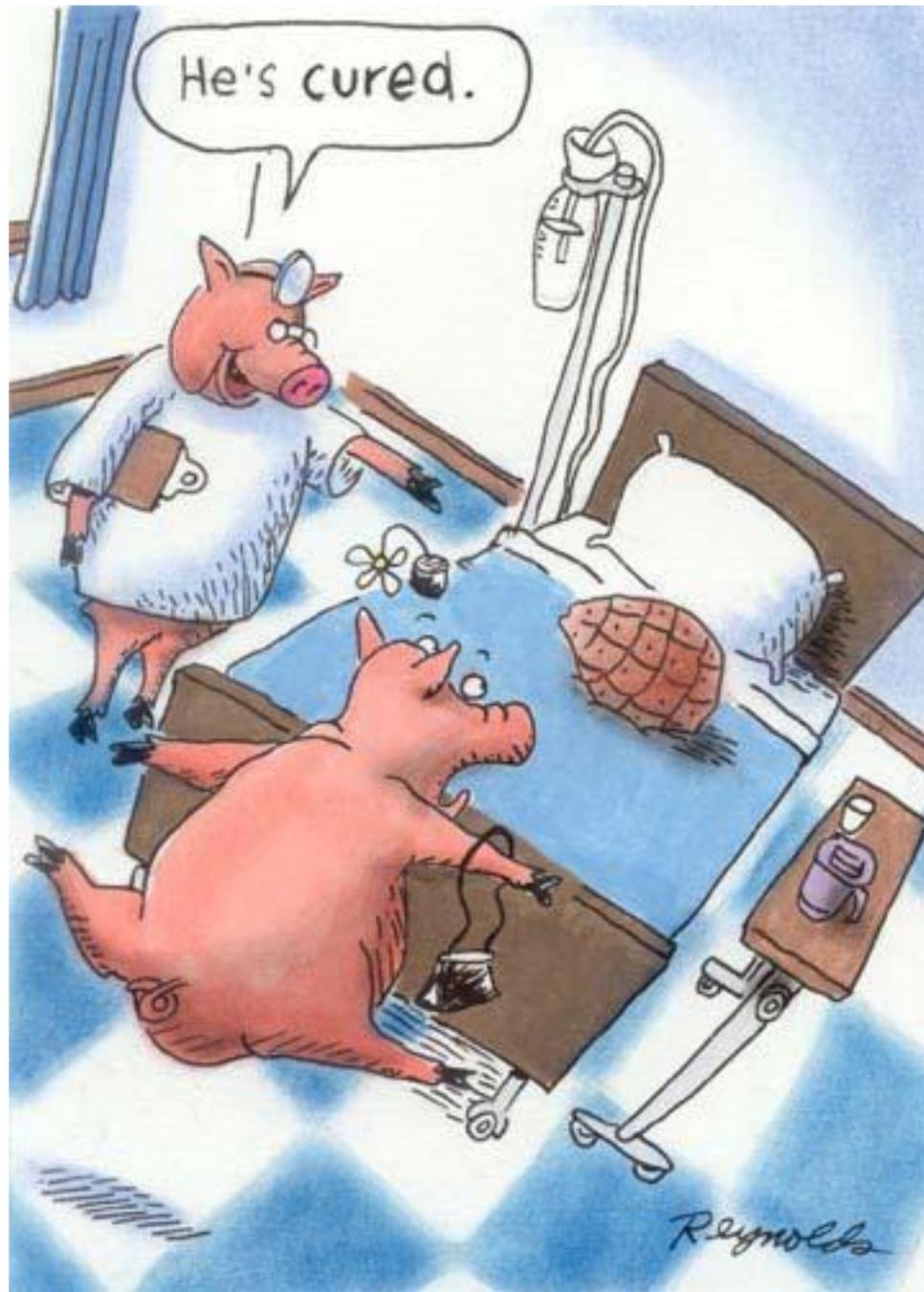
Retention: Keys to Success

- If you did hire the right person, take a look in the mirror...
- Did the team member feel like they are cared about at work?
- Did you not only care about professional goals but personal goals?
- Did they have the “right seat on the bus?”



“We are what we repeatedly do.
Excellence then is not an act, but a
habit.”

~Aristotle



He's cured.

Reynolds