

# PDPW MANAGERS memo

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July 22, 2011

Keep reading to see these highlights and more:

- Multiple education opportunities for Spanish speaking employees
  - Safety first
  - Invest in education
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## For Your Dairy Business:

**YOU ASKED FOR IT, YOU GOT IT: HISPANIC EMPLOYEE TRAINING WORKSHOPS.** Four different PDPW-developed Hispanic employee training workshops are on tap during August and September: Hispanic Milker and Skid Loader Training (all-day program), Aug. 9, North Freedom, Wis., and Aug. 10, Hilbert, Wis.; Hispanic Obstetrics Training (half-day morning program), Aug. 30, Luxemburg, Wis., and Aug. 31, Dorchester, Wis.; Hispanic Calf Care Training (half-day afternoon program), , Aug. 30, Luxemburg, Wis., and Aug. 31, Dorchester, Wis.; and People Management Skills for Hispanic Supervisors Training (all-day program), Sept.20, Chilton, Wis. Pre-registration for the Hispanic Milker and Skid Loader Training can be completed online at: [http://www.pdpw.org/programs\\_events.php?id=56](http://www.pdpw.org/programs_events.php?id=56). Hispanic Obstetrics Training and/or Hispanic Calf Care Training can be found at: [http://www.pdpw.org/programs\\_events.php?id=58](http://www.pdpw.org/programs_events.php?id=58). The Hispanic Supervisor brochure and registration are at [http://www.pdpw.org/programs\\_events.php?id=57](http://www.pdpw.org/programs_events.php?id=57). Learn more about each of the workshops online at [www.pdpw.org](http://www.pdpw.org).

**MACHINERY AND PERSONAL PROTECTIVE EQUIPMENT** are the focus of this month's "safety walk-about" provided by Tom Drendel, agricultural safety specialist, National Farm Medicine Center, Marshfield Clinic Research Foundation. Among the machinery checklist questions are: 1) Do tractors have a rollover protective structure (ROPS) or a ROPS-equipped cab? 2) Is the PTO master shield in place? 3) Are cab windows and mirrors clean to maintain visibility? 4) Are reflectors and slow-moving vehicle signs clean, unfaded and undamaged? 5) Are all belts, chains and shafts adequately shielded? 6) Are hydraulic components in good repair and free of leaks? When it comes to personal protective equipment (PPE), Drendel points out that, when used properly and habitually, PPE can prevent long-term damage to the body due to exposure to hazards. He advises dairies to have these PPE items available and handy for all employees: ear protection, goggles, respirators, rubber gloves and sun block. Tom Drendel will also be presenting at the PDPW Cow Management series in September. See the calendar listing below for the dates and watch the PDPW website for more details.

**WITH THIS SUMMER'S HEAT INDEXES SOARING OVER 100°**, Ted Funk, University of Illinois Extension ag engineer, reminds dairy producers of some critical cow considerations during the heat. He says dairy producers should focus on three priorities: shade, airflow and water. He adds that the most critical point of the day to monitor is when cows are in the holding pen. That's when they're under the most stress, making it even more important to provide shade, fans for airflow and sprinklers for water. You can read the article in full at <http://hayandforage.com/livestock/dairy-forage-nutrition/keep-cows-comfortable-hot-weather-0607/>

**TOOLS AND TECHNIQUES TO IMPROVE YOUR HERD'S PREGNANCY RATES** will be shared by seven of the world's top authorities in reproductive dairy science at a national symposium in Milwaukee, Aug. 13. Sponsored by PDPW, Progressive Dairyman, Pfizer and the Society for Theriogenology, "Reproducing Profitability: New Reproductive Science & Technology for Today's Dairy Farm" will zero in on practical applications you can put to work in your dairy to improve pregnancy rates. To view the promotional flyer visit [http://www.pdpw.org/library/event\\_brochures/Repro\\_conference\\_-\\_August\\_2011.pdf](http://www.pdpw.org/library/event_brochures/Repro_conference_-_August_2011.pdf). Topics vary from treating and preventing metritis to using ultrasound to predict fertility and using advances in genomics to improve herd profitability. Why not take advantage of the register-four-get-one-free group discount or the register-three-clients-and-a-veterinarian-can-attend-for-free offer. For more details, visit the Society for Theriogenology website at [www.therio.org](http://www.therio.org) or call 334-395-4666.

**OPEN DISCUSSIONS AND BUILD BRIDGES WITH COMMUNITY LEADERS** and your neighbors by bringing them to one of three August Agriculture Community Engagement twilight meetings: Monday, Aug. 15, Barlass Jerseys, Janesville, Wis.; Tuesday, Aug. 16, Harmony Ho Holsteins, Stratford, Wis.; Monday, Aug. 22, Junction View Dairy, Richland Center, Wis. Each ACE twilight meeting starts at 6:00 p.m. with a 60-minute guided tour of the hosting dairy followed by pie and ice cream served during a moderated dairy discussion. UW-Discovery Farm's Dennis Frame or Amber Radatz will moderate the discussion that will allow attendees to interact and learn from each other. Each information-rich evening will conclude with a question-and-answer session and wrap up by 8:30 p.m. All three ACE twilight meetings are free. To learn more, go to [www.pdpw.org](http://www.pdpw.org).

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## For Your Business Mind:

**INVESTMENTS WORTH CULTIVATING: EMPLOYEES AND TRAINING.** When posed the question "Is employee development a cost or an investment?", Chuck Schwartau, Extension Educator, University of Minnesota, responded: "Every farm wants that perfect employee who shows up for work early every day, stays late (but never puts extra time on the time card!), does at least 1 ½ times the work of any other employee, never makes a mistake, and does that all for minimum wage. Unfortunately, there aren't many of them around—unless you count yourself!

The point is that you need to invest in employees if you want top performance from them and from your farm. Even employees who come to you with great skills and experience need training from time to time for new tasks, handling new equipment, following new procedures, or even as a reminder of how familiar procedures are supposed to be done. No one is a perfect sponge who retains every message the first time and never forgets any of it. We all know more than we practice, so we need reminding from time to time. Regular training opportunities help your business perform better. It shows you care about improving your employees; it opens lines of communications that make employees feel more comfortable coming to you with other work related issues."

**BOOK REVIEW: COMMUNICATE WITH CONFIDENCE.** Author and communications expert Dianna Booher mixes humor with clarity as she delivers more than 1,000 professional, social, personal relationship tips and supporting text in 23 situational lessons. Chapters cover the gamut—from "Criticizing without crippling," "Giving advice or feedback that someone can really use" and "Giving instructions so nobody feels like a fool" to "Establishing a track record for truth," "Listening until you really hear," "Resolving your conflicts without punching someone out" and "Mediating others' conflicts without getting caught in the crossfire." Written in a conversational, easy-to-follow style, this book is one you can pick up and put down, then pick it up again and not lose anything. While "Communicate with Confidence" has a business focus, there are many techniques shown that can be used in all facets of life: in the family, with friends, or in organizations.

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## PDPW Education Calendar

August 9 & 10	<b>Hispanic Milker &amp; Skid Loader Safety Training</b> – North Freedom & Hilbert, WI – Two one-day workshops
August 15	<b>ACE Twilight Meeting</b> – Janesville, WI
August 16	<b>ACE Twilight Meeting</b> – Stratford, WI
August 22	<b>ACE Twilight Meeting</b> – Richland Center, WI
August 30 & 31	<b>Hispanic Calf Care &amp; Hispanic Obstetrics</b> , - Luxemburg & Dorchester, WI Two-half day workshops
September 13 & 14	<b>Cow Management</b> – Marshfield & Arlington, WI – Two one-day workshops
September 20	<b>Hispanic Supervisor Training</b> – Chilton, WI
September 26	<b>World Class Webinar Series with Dan Basse</b> - 1 <sup>st</sup> of a 3 part webinar series
October 19 & 20	<b>Calf Care Connection</b> – Appleton & Madison, WI – Two one-day workshops
October 31	<b>World Class Webinar Series with Dan Basse</b> - 2 <sup>nd</sup> of a 3 part webinar series
November 5-6	<b>Youth Leadership Derby</b> – Ripon High School, Ripon WI

### PROFESSIONAL DAIRY PRODUCERS OF WISCONSIN

N5776 County Road D, Suite 1

Fond du Lac, WI 54937

Phone: 800-947-7379

[www.pdpw.org](http://www.pdpw.org)