



**Minnesota**

**Leadership for Successful  
Employee Management**

Employee turnover is costly to any business. The Society for Human Resources Management estimates that employee turnover may cost a business six to nine months of a former employee's salary. This project, Leadership for Successful Employee Management helped managers improve employee communication and management, thereby increasing employee retention.

Participants took part in three, six-hour face-to-face classes along with two webinars, improving their employee leadership, communication and supervisory skills. Instructors introduced several management concepts such as leadership,

employee engagement, business culture, employee hiring and tax laws to the participants and then checked in with them throughout the program to see if they were successfully implementing these concepts in their business.

Actual participant numbers in this project were less than what project director Nathan Hulinsky anticipated, primarily due to a late crop harvest in the fall of 2017. Those that did take part described very specific skills that they learned and implemented in their business to more effectively manage employees. After six months, 93% of survey respondents reported they developed material for an employee handbook and appropriately understood the difference between a handbook and a policy manual. 100% reported an increase in knowledge of their business culture and farm vision.

According to Hulinsky, employers are now able to identify their own communication style and other communication styles, complete an analysis of human risk on their farm, and develop policies and procedures to mitigate problems, look at new recruitment and hiring strategies, and implement on-going employee feedback to empower their employees.

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*“The state of our farm’s business culture is just as important to us as owners, as it is to our employees.”*  
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**EXTENSION  
RISK MANAGEMENT  
EDUCATION**



United States  
Department of  
Agriculture

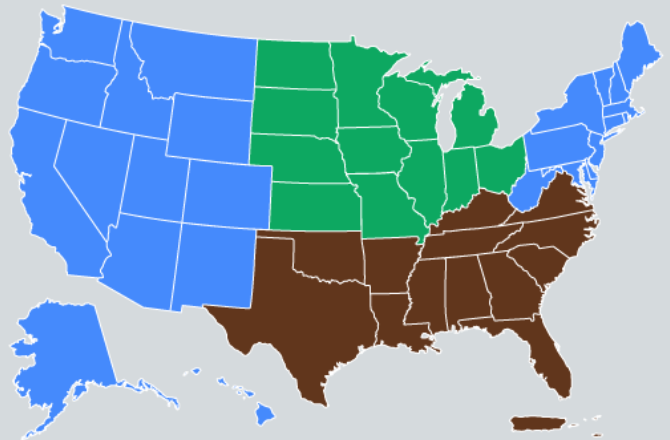
National Institute  
of Food and  
Agriculture

**“Educating America’s farmers and ranchers  
to manage the unique risks of producing food  
for the world’s table.”**

**Extension Risk Management Education (ERME)** is delivered through four regional centers that provide grant funding and leadership within their regions.

Projects are producer-focused, results-based and encourage public-private partnerships. Funded projects must identify targeted results that will help producers manage risk and then describe how the project will measure those results.

Extension Risk Management Education has funded innovative programs that have generated tangible results for producers in every state. ERME is committed to funding results, providing transparent accountability, and encouraging collaboration. View the accomplishments of all funded projects on our website. <http://ExtensionRME.org>



**ERME Regional Centers**



**NORTH CENTRAL  
EXTENSION  
RISK MANAGEMENT  
EDUCATION**

University of Nebraska  
Dept. of Agricultural Economics  
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NCERME.org



**NORTHEAST  
EXTENSION  
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EDUCATION**

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**SOUTHERN  
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**WESTERN  
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