

Module 1 / *Management Training* / Course start primo September 2025

Participants profile:

- Presently employed in pig production company
- Keenly interested in development of technical competences in management
- Willing to spend time on training as well as doing homework
- Speak and write English

Course content:

The course is centered around ideas, theories and practices from the graduate parts of the Danish Agricultural Education, with additional international adaptations – furthermore it is targeted for participants, who already gathered some technical/practical production knowledge through existing job functions.

Lecturing topics are *Production Management* and *Personnel Management*

Production Management: The topic aims for the participant to gain knowledge about, and tools for, production management in a financial, technical, sustainable and ethical optimized and sensible way.

Lecturing subjects:

1. Analysis, hereby sensitivity analysis and assessment of KPI and production environment
2. Benchmarking and outlining of technical/biological goals
3. Preparing and understanding of action plans and contribution margins, for specific production branches
4. LEAN (coordinated with the topic *Personnel Management*). Ex. as logistics and waste analysis
5. Calculation and assessment of time consumption and peak workloads

Personnel Management: The topic practical personnel management is for the participant to gain insight into what management is, both as notion, but also how it works in practical. Offspring is taken in own experiences of the participants. The topic is primarily aimed for management of employees, including also trainees.

Goals for the lecturing is for the participant to be able to:

1. Take responsibility in managing, developing and motivation of employees
2. Communicate with staff and entire organization
3. Handle daily staff administration within company- and legislative framework
4. Develop personal competences regarding management
5. Plan and distribute tasks, as well as plan the production appropriately i.e. according to working environment

Course flow:

The course starts with a 2-day program at Dalum Campus in Odense, primo September 2025. Hereafter there will be online sessions once a week for 10 weeks, disrupted by a common farm visit "locally" abroad, which also serves as lecturing. The online sessions will last around 3½ hours each.

At a few of the online sessions, the DFA group will receive lecturing together with Danish agricultural students participating a similar level course at Dalum

Exam:

Participants who complete the course will be offered an exam in Denmark, as a 2-day residential program in December. Exam will be conducted as a written project/case study, that has to be elaborated and defended orally. The issued certificate states only the participants understanding and performance regarding this specific customized program, and cannot be expected acknowledged by any third party.

Homework:

Homework will be assigned in between sessions and the participants have to be motivated for this, to achieve the full outcome of this course. To make the lecturing as authentic as possible, we urge the participants to bring own production data and cases – thus, it is important that the participants have access to those data and are allowed to use them in the course. A confidential clause is signed with all participants at course start to prevent abuse of data

Program details:

Primo September (arrival possible from Sunday at 15:00), at Dalum Academy, Landbrugsvej 65, 5260 Odense S:

2-days residential start-up program. Introduction, mutual presentations, alignment of previous experience, teambuilding and start of lecturing.

Medio September – ultimo November:

10 online lecturing sessions, once a week (schedule t.b.d.) Variable amount of homework will be assigned in between sessions.

October/November:

Local farm visit at one or more participants, combined with lecturing (schedule t.b.d.)

Primo December:

Delivery of written exam project

Primo Dember (arrival possible from Sunday at 15:00) at Dalum Academy:

2-days residential follow-up program, individual oral exam and course completion.



**Danish Farmers
ABROAD**



Registration and course fee:

Participant number: 10-15

Registration latest 8/8 2025 to Povl Nørgaard, Danish Farmers Abroad

Mail: povl@povlnorgaard.dk / Phone: + 45 3172 0145

Payment ahead of course starts amounts € 2.700 ex. relevant VAT per participant. Payment will be conducted by Danish Farmers Abroad.

Course fee covers all course costs, including accommodation and catering. Participants transport to and from training venues is *not* covered.