



dalum

landbrugsskole

Education – customized for Danish Farmers Abroad

Based on 150 years of Danish ag-educational tradition

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Landbrugsskole, Denmark*

Module 1

- 4 month program, starting September 2026
- 2-day start-up session in Denmark
- 10 online weekly sessions Sep-Dec (once a week)
- Homework/case studies between sessions
- One cross border farm visit during program
- 2-day exam* and closure in Denmark mid-December 2026

Module 2

- 1 year program, starting at the beginning of 2027
- 3-day start-up session in Denmark
- 3-day session in "common" home country
- 3-day online session, including online/video farm visits
- 3-day session in Denmark, exam* and closure included
- Online follow up between all the sessions above

Module 3

- 1 year program, starting at the beginning of 2028
- 3-day start-up session in Denmark
- 3-day session in "common" home country
- 3-day online session, including online/video farm visits
- 3-day session in Denmark, exam** and closure included
- Online follow up between all the sessions above

Program topics:

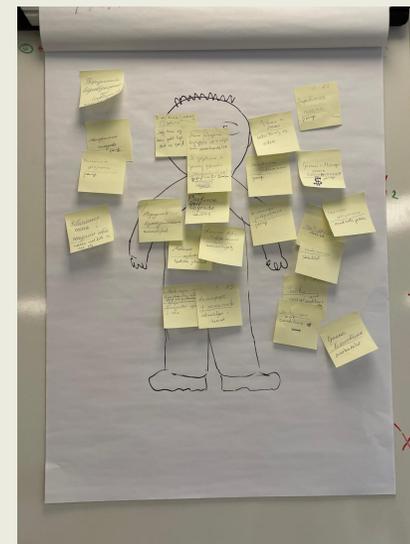
The program is based on best practice and extracts from the Danish Agricultural Leadership Education (Production Unit Manager + Agri-Economist) and builds up consecutively over the modules.

The Trainers:

The training is conducted by lectures from Dalum Agricultural Academy, having cross-country and cultural experience from various countries.

External lectures will be included where relevant.

Topic	Module 1	Module 2	Module 3
Production management, including Lean	X	X	
Benchmarking and analysis of production key figures	X	X	
Action plans and implementation of new procedures	X	X	
Communication with staff and superiors	X	X	
Leadership and motivation of staff	X	X	X
Planning and administration	X	X	X
Development of farm		X	X
Financial accounting and strategic planning		X	X
Integrated on-farm workshops	X	X	X



Lesson plan, Danish Farmers Abroad/Ukraine Sept 2025

DAY	DATE	TIME	LECTURER	SUBJECT	CONTENT/LESSON PLAN	NOTES	
Sun	28-sep	15:00	xxx	Arrival	Accommodation at: <i>Dalum Landbrugsskole, Landbrugsvej 65, 5260 Odense S</i>	<i>Call the Caretaker on arrival: +45 2170 5397</i>	
Mon	29-sep	08:15-14:00	Nataliia / Carsten	Mutual introduction	Presentation by the participants about themselves and their work organizations. Open discussion of daily challenges	xxx	
		14:00-16:00		Communication		Theories about communication, combined with exercises	<i>Homework: "How do I normally communicate?"</i>
Tue	30-sep	08:15-10:30	Nataliia / Carsten	Communication (continued)	Exercise/open discussion: Which challenges do I face as leader"		xxx
		10:30-11:30	Nataliia	Leadership		Introduction to theories about leadership	xxx
		11:30-16:00	Nataliia / Carsten				<i>Homework: "Who am I as a leader?"</i>
Wed	01-okt	08:15-10:00	Nataliia / Carsten		Presentation of homework	xxx	
		10:00-12:00			Introduction to theories about motivation	xxx	
		12:00-16:00		KPI and benchmarking	Assessment of KPI and their use for optimization	xxx	
Thu	02-okt	08:15-12:00	Nataliia / Carsten	LEAN	Introduction to theories about LEAN management + Course finish	<i>Homework for first online session: Find optimization points at home</i>	
		13:00			Check out and departure		



Carsten Friis Poulsen



Nataliia Kharchenko



Yuriy Darmokhval



Олександр Кемов



Iryna Borushevsk



Andriy Zastavnyi



Oleg Dovbenko



Taras Bygar



Yevhenii

Lesson plan, Danish Farmers Abroad/Ukraine/Modul 1/Team manager training/2025

DAY	DATE	UA TIME	LECTURER	SUBJECT	CONTENT/LESSON PLAN	HOMEWORK FOR TODAY
Thu	09-okt	12:00-14:00	Carsten/ Nataliia	LEAN	General reflections since homecoming + optional LEAN optimization points you have discovered	<i>Find obvious LEAN optimizations</i>
Thu	16-okt	12:00-14:00	Carsten/ Nataliia	LEAN	Optimizing on the value streams and reduce waste	<i>Visualize the value flow from your job positions perspective</i>
Thu	23-okt	12:00-14:00	Carsten/ Nataliia	LEAN/ Benchmarking	KPI and whiteboards as motivation - who/what sets the goals?	<i>Which KPI has most focus from your perspective - and whats the value of it?</i>
Thu	30-okt	12:00-14:00	Linda/ Nataliia	Leadership/ Profiling (DISC)	Introduction to profiling - how it can be used as leader to understand and to be understood	xxx
Thu	06-nov	12:00-14:00	Linda/ Nataliia	DISC-profiles	Presentation of your profiles, your own reflections - and open discussion how to use these	<i>Self profiling (DISC-light)</i>
Thu	13-nov	12:00-14:00	Carsten/ Nataliia	DISC-profiles	Presentation of your profiles, your own reflections - and open discussion how to use these	<i>Self profiling (DISC-light)</i>
Thu	20-nov	12:00-14:00	Carsten/ Nataliia	Optimization and action plans	Creation of action plans, what to look for	<i>Reflections from your position, according to your new DISC-knowledge</i>
Thu	27-nov	12:00-14:00	Carsten/ Nataliia	Production planning	Implementation of action plans, based on receivers personalities	<i>Bring your own action plans for specific actual focus points</i>
Thu	04-dec	12:00-14:00	Carsten/ Nataliia	Production planning	Bottlenecks, stable flow - where does the planning start?	<i>Experience from own herds. Who plans/sets the goals</i>

Thu	11-dec	12:00-14:00	Carsten/ Nataliia	Production planning/economy	Contribution margins	<i>Experience from own herds. What is the price of "the last pig"</i>	
Tue	16-dec	12:00-14:00	Carsten/ Nataliia	Economy	Contribution margins - continued	<i>Experience from own herds. What is the price of "the last pig"</i>	
Thu	08-jan	12:00-14:00	Carsten/ Nataliia	Economy	Financial production benchmarking	<i>Exam assignment (as case study) will be presented</i>	
Wed	14-jan	12:00-14:00	Carsten/ Nataliia	Summary	General recap and Q&A for exam	<i>Exam assignment</i>	
Thu	15-jan	23:59	Written exam hand in by email to cfp@dalumls.dk + nkh@velas.dk				
Wed	21-jan	10:30-15:00	Carsten/ Nataliia	Exam	Individual online exam, based on handed in case study	<i>Exam assignement</i>	