INSTRUCTORS: Dr. Pete Hammett
Phone: 405-246-8976
Email: pete@hammettco.com
Office Hours: Available upon request
Tuesday, Wednesday or Thursday

Dr. Allan W. Gray
Phone: 765-494-4323
E-mail: gray@purdue.edu
Office: 754K Krannert Building
Office Hours: Feel free to drop by anytime. However, an appointment is recommended as I am out of the office often.

TEACHING ASSISTANT:

Dane Chapman
Phone: 765-427-1756
E-mail: chapma44@purdue.edu
Office Hours: upon request

Zebediah Davis
Phone: 219-207-0289
E-mail: davi1003@purdue.edu
Office Hours: upon request

Matthew Lucas
Phone: 812-530-7339
Email: lucas67@purdue.edu
Office Hours: upon request

COURSE INFORMATION:

Tuesdays- CRTN 1011 (9:00 - 10:15)

Thursdays – CRTN 1011 (9:00-10:15; 10:30-11:45)

REQUIRED MATERIALS:

Textbook: No text is required, but Crafting & Executing Strategy by Thompson, Strickland, and Gamble is an excellent resource.

Subscriptions:
Reading the Wall Street Journal or similar quality business press is required. Students can acquire full access to the WSJ for $15 for the semester including the app. Articles in the WSJ are also available for free through the Purdue Libraries website.

A subscription to Harvard Business Publishing coursepack is required. Students must use this unique link to access this coursepack at the discounted student rate of $29.47: https://hbsp.harvard.edu/import/696521

A subscription to Foundation: The Business Simulation is required for $53.99.

COURSE DESCRIPTION:

AGEC430 is a comprehensive course in business planning and strategy for future agribusiness and food firm managers. The course focuses on development of viable business strategies in the context of the firm's market and its internal situation. Case studies are used extensively to document management dilemmas of agribusiness firms, ranging from those providing inputs to agricultural producers to firms involved in the retail distribution of food. Also, students play a comprehensive management simulation game, making all key decisions in the simulated business as they compete for sales and profit.

GOAL AND OBJECTIVES

The goal of this course is to provide you with frameworks for integrating previous coursework in marketing, economics, accounting, finance, human resource management, farm management, and production/operations management.

After completing the course, students will be able to
1. Elaborate on the interaction between the marketing, finance, operations, and human resource dimensions of the food, agribusiness, and other firms;
2. Assess how current, critical issues affect food and agribusiness firms;
3. Think strategically about business decisions;
4. Use problem solving and decision making skills to analyze business dilemmas;
5. Communicate persuasively in oral and written form a perspective regarding a business dilemma in food and agribusiness.
GRADES
Grades are determined by performance in the following areas with the associated weights:

<table>
<thead>
<tr>
<th>Item</th>
<th>Weight</th>
</tr>
</thead>
<tbody>
<tr>
<td>Simulation Board of Directors Presentations (2 worth 100 points each)</td>
<td>200</td>
</tr>
<tr>
<td>Simulation Written Assignments (3 worth 40 points each; 1 worth 80 points)</td>
<td>200</td>
</tr>
<tr>
<td>Case Study Team Presentation</td>
<td>100</td>
</tr>
<tr>
<td>Case Study Written Assignments (2 worth 50 points each)</td>
<td>100</td>
</tr>
<tr>
<td>Contemporary Business Books Trade Show Booth</td>
<td>200</td>
</tr>
<tr>
<td>In Class Activities</td>
<td>200</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>1000</strong></td>
</tr>
</tbody>
</table>

Course grades will be awarded according to the following scale:
- 930 or better A 730 to 769 C
- 900 to 929 A- 700 to 729 C-
- 870 to 899 B+ 670 to 699 D+
- 830 to 869 B 630 to 669 D
- 800 to 829 B- 600 to 629 D-
- 770 to 799 C+ Less than 600 F

We reserve the right to revise the thresholds downward if appropriate.

SIMULATION BOARD OF DIRECTORS PRESENTATIONS
As part of the online simulation at www.capsim.com, you will present your planned business strategy early in the semester to the instructors only. This plan should incorporate lessons learned from the practice rounds of the simulation. You will present your cumulative results at the end of the semester. This will be a team presentation and all team members will receive the same grade. A rubric will be provided with more detail regarding expectations.

SIMULATION WRITTEN ASSIGNMENTS
As part of the online simulation at www.capsim.com, you will share drafts of your strategy in the areas of Mission, Vision, Values; Marketing and Research & Development; and Operations and Finance. You will also have a final strategic plan and final assessment of your cumulative performance. This will be a team effort and all team members will receive the same grade. Rubrics will be provided with more detail regarding expectations.

CASE STUDY TEAM PRESENTATION
Of the four cases discussed in class, you will choose one to present as a team. You may select your case study beginning the first day of class. You will present your analysis to the entire class. This will be a team presentation and all team members will receive the same grade. A rubric will be provided with more detail regarding expectations.

CASE STUDY WRITTEN ASSIGNMENTS
For the three other case studies, you will be expected to submit a written analysis. You must turn in a quality analysis for all three case studies; the highest two scores will count. This is an individual effort. A rubric will be provided with more detail regarding expectations.

CONTEMPORARY BUSINESS BOOKS TRADE SHOW BOOTH
During the course of the semester you should read a contemporary business book of your choosing (a suggested list will be provided). You will use your creativity to create a visual presentation to share your important findings with your classmates. One class period you will share your visual and assess other visuals. A rubric will be provided with more detail regarding expectations.
IN CLASS ACTIVITIES
Students are expected to be actively engaged in every meeting of this class. You will need to read material before you come to class. To ensure that you have read the material, short quizzes will be given. You will need to complete assignments before you come to class. During some days, active involvement means enhancing the dialogue through thoughtful questions and observations. During other days, active involvement means participating fully in the in-class simulations. Finally, during some days active involvement means asking thoughtful questions of your peers regarding their analysis of a case study.

A note on attendance
Students are expected to be present for every meeting of this class. Since many of you have numerous activities during the semester, you are permitted two excused absences for any reason. Note: these two excused absences include any university club, course, or other activities. For any absence over two, you are required to submit a 2-page written analysis of the readings and discussion on the day of your absence. This report is due within a week.

ACADEMIC INTEGRITY
As a Boilermaker pursuing academic excellence, you pledge to be honest and true in all that you do. Accountable together - we are Purdue. Purdue Honor Pledge

Purdue prohibits "dishonesty in connection with any University activity. Cheating, plagiarism, or knowingly furnishing false information to the University are examples of dishonesty." [Part 5, Section III-B-2-a, University Regulations] Furthermore, the University Senate has stipulated that "the commitment of acts of cheating, lying, and deceit in any of their diverse forms is dishonest and must not be tolerated. Moreover, knowingly to aid and abet, directly or indirectly, other parties in committing dishonest acts is in itself dishonest." [University Senate Document 72-18]

Academic integrity is one of the highest values that Purdue University holds. Individuals are encouraged to alert university officials to potential breeches of this value by either emailing integrity@purdue.edu or by calling 765-494-8778. While information may be submitted anonymously, the more information that is submitted provides the greatest opportunity for the university to investigate the concern.

We want you to use the full set of resources available to you including the internet. That said, cutting and pasting from the internet is never acceptable in this course. The goal is to assess your expertise in the material, not your ability to Google an answer.

Missed or Late Work
Late work is never acceptable in this class.

Use of Copyrighted Materials
Among the materials that may be protected by copyright law are the lectures, notes, and other material presented in class or as part of the course. Always assume the materials presented by an instructor are protected by copyright unless the instructor has stated otherwise. Students enrolled in, and authorized visitors to, Purdue University courses are permitted to take notes, which they may use for individual/group study or for other non-commercial purposes reasonably arising from enrollment in the course or the University generally.

Notes taken in class are, however, generally considered to be “derivative works” of the instructor’s presentations and materials, and they are thus subject to the instructor’s copyright in such presentations and materials. No individual is permitted to sell or otherwise barter notes, either to other students or to any commercial concern, for a course without the express written
permission of the course instructor. To obtain permission to sell or barter notes, the individual wishing to sell or barter the notes must be registered in the course or must be an approved visitor to the class. Course instructors may choose to grant or not grant such permission at their own discretion, and may require a review of the notes prior to their being sold or bartered. If they do grant such permission, they may revoke it at any time, if they so choose.

Grief Absence Policy for Students
Purdue University recognizes that a time of bereavement is very difficult for a student. The University therefore provides the following rights to students facing the loss of a family member through the Grief Absence Policy for Students (GAPS). GAPS Policy: Students will be excused for funeral leave and given the opportunity to earn equivalent credit and to demonstrate evidence of meeting the learning outcomes for missed assignments or assessments in the event of the death of a member of the student's family.

Violent Behavior Policy
Purdue University is committed to providing a safe and secure campus environment for members of the university community. Purdue strives to create an educational environment for students and a work environment for employees that promote educational and career goals. Violent Behavior impedes such goals. Therefore, Violent Behavior is prohibited in or on any University Facility or while participating in any university activity.

Students with Disabilities
Purdue University is required to respond to the needs of the students with disabilities as outlined in both the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990 through the provision of auxiliary aids and services that allow a student with a disability to fully access and participate in the programs, services, and activities at Purdue University.

If you have a disability that requires special academic accommodation, please make an appointment to speak with me within the first three (3) weeks of the semester in order to discuss any adjustments. It is important that we talk about this at the beginning of the semester. It is the student's responsibility to notify the Disability Resource Center (http://www.purdue.edu/drc) of an impairment/condition that may require accommodations and/or classroom modifications.

Nondiscrimination
Purdue University is committed to maintaining a community which recognizes and values the inherent worth and dignity of every person; fosters tolerance, sensitivity, understanding, and mutual respect among its members; and encourages each individual to strive to reach his or her own potential. In pursuit of its goal of academic excellence, the University seeks to develop and nurture diversity. The University believes that diversity among its many members strengthens the institution, stimulates creativity, promotes the exchange of ideas, and enriches campus life.

Purdue University prohibits discrimination against any member of the University community on the basis of race, religion, color, sex, age, national origin or ancestry, genetic information, marital status, parental status, sexual orientation, gender identity and expression, disability, or status as a veteran. The University will conduct its programs, services and activities consistent with applicable federal, state and local laws, regulations and orders and in conformance with the procedures and limitations as set forth in Executive Memorandum No. D-1, which provides specific contractual rights and remedies. Any student who believes they have been discriminated against may visit www.purdue.edu/report-hate to submit a complaint to the Office of Institutional Equity. Information may be reported anonymously.
EMERGENCY PREPAREDNESS
Emergency notification procedures are based on a simple concept – if you hear a fire alarm inside, proceed outside. If you hear a siren outside, proceed inside.

Indoor Fire Alarms mean to stop class or research and immediately evacuate the building. Proceed to your Emergency Assembly Area away from building doors. Remain outside until police, fire, or other emergency response personnel provide additional guidance or tell you it is safe to leave.

All Hazards Outdoor Emergency Warning Sirens mean to immediately seek shelter (Shelter in Place) in a safe location within the closest building. “Shelter in place” means seeking immediate shelter inside a building or University residence. This course of action may need to be taken during a tornado, a civil disturbance including a shooting or release of hazardous materials in the outside air. Once safely inside, find out more details about the emergency*. Remain in place until police, fire, or other emergency response personnel provide additional guidance or tell you it is safe to leave.

*In both cases, you should seek additional clarifying information by all means possible…Purdue Home page, email alert, TV, radio, etc…review the Purdue Emergency Warning Notification System multi-communication layers at http://www.purdue.edu/ehps/emergency_preparedness/warning-system.html

Emergency Response Procedures:
Review the Building Emergency Plan (available from the building deputy) for: evacuation routes, exit points, and emergency assembly area
- when and how to evacuate the building.
- shelter in place procedures and locations
- additional building specific procedures and requirements.

EMERGENCY PREPAREDNESS AWARENESS VIDEOS
"Shots Fired on Campus: When Lightning Strikes," is a 20-minute active shooter awareness video that illustrates what to look for and how to prepare and react to this type of incident. See: http://www.purdue.edu/securePurdue/news/2010/emergency-preparedness-shots-fired-on-campus-video.cfm (Link is also located on the EP website)

MORE INFORMATION
Reference the Emergency Preparedness web site for additional information: http://www.purdue.edu/emergency_preparedness
### AGEC 43000 – Agricultural and Food Business Strategy

**Spring 2020**

<table>
<thead>
<tr>
<th>Week</th>
<th>Day of Week</th>
<th>Date</th>
<th>Class Topic</th>
<th>Class Activity</th>
<th>Readings before Coming to Class</th>
<th>Assignment Due</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Tuesday</td>
<td>14-Jan</td>
<td>Strategy Development</td>
<td>Introductions</td>
<td>Why Agribusiness Anyway? † (Sonka and Hudson)</td>
<td>Capsim - registration</td>
</tr>
<tr>
<td></td>
<td>Thursday</td>
<td>16-Jan</td>
<td>Mission and Vision</td>
<td>Introduction to Capsim</td>
<td>What is Strategy?* (Porter)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Tuesday</td>
<td>21-Jan</td>
<td>Strategy Development</td>
<td>Debrief Capsim Rehearsal</td>
<td>Can You Say What Your Strategy Is? † (Collis and Rukstad) Ch. 5: Business-Level Strategy† (D, L, and E)</td>
<td>Capsim Individual Assignment</td>
</tr>
<tr>
<td></td>
<td>Tuesday</td>
<td>28-Jan</td>
<td>Strategy Execution</td>
<td>Setting Goals with the Balanced Score Card</td>
<td>Using the Balanced Scorecard...* (Kaplan and Norton)</td>
<td>Capsim - Practice Round 2 Draft Marketing and Research Plan</td>
</tr>
<tr>
<td></td>
<td>Thursday</td>
<td>30-Jan</td>
<td>Teamwork and Leadership</td>
<td>Understanding Team and Self</td>
<td>MBTI Analysis (must complete online forms by Jan 22)</td>
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<tr>
<td>2</td>
<td>Tuesday</td>
<td>4-Feb</td>
<td>Strategy Execution</td>
<td>Debrief Capsim Practice Results</td>
<td>Capsim Foundation Guide: Chapters 5 and 6 Turning Great Strategy into Great Performance* (Mankins and Steele)</td>
<td>Capsim - Practice Round 3 Draft Financial and Production Plan</td>
</tr>
<tr>
<td></td>
<td>Thursday</td>
<td>6-Feb</td>
<td>Strategy Execution</td>
<td>Finance</td>
<td>DuPont Profitability Model and Other Financial Metrics</td>
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</tr>
<tr>
<td>5</td>
<td>Tuesday</td>
<td>11-Feb</td>
<td>External Environment</td>
<td>The Economics of 5 Forces</td>
<td>The 5 Competitive Forces That Shape Strategy* (Porter) The Five Forces: Competing for Profits* (Magretta)</td>
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<tr>
<td></td>
<td>Thursday</td>
<td>13-Feb</td>
<td>External Environment</td>
<td>Porter’s 5 Forces for Production Agriculture Activity</td>
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<tr>
<td>6</td>
<td>Tuesday</td>
<td>18-Feb</td>
<td>Oral and Written</td>
<td></td>
<td>Board of Directors Meetings to be Scheduled Outside of Class Time Tuesday, Wednesday, or Thursday</td>
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<td></td>
<td>Thursday</td>
<td>20-Feb</td>
<td>Communication</td>
<td></td>
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<tr>
<td>7</td>
<td>Tuesday</td>
<td>25-Feb</td>
<td>External Environment</td>
<td>Customers, Competitors, and Markets define Key Success Factors</td>
<td>Blue Ocean Strategy* (Kim and Mauborgne) Ch. 3 excerpt Key Success Factors† (Grant)</td>
<td>AgriGold Case Memo/Presentation Written Strategic Plan Capsim - Round 1</td>
</tr>
<tr>
<td></td>
<td>Thursday</td>
<td>27-Feb</td>
<td>Oral and Written</td>
<td>Presentations</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Communication</td>
<td></td>
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<tr>
<td>8</td>
<td>Tuesday</td>
<td>3-Mar</td>
<td>Internal Resources and Competitive Position</td>
<td>Seed Industry Debrief - Industry Guest TBD</td>
<td>Competing on Resources† (Collis and Montgomery) The Profitable Core* (Zook and Allen)</td>
<td>Capsim - Round 2</td>
</tr>
<tr>
<td></td>
<td>Thursday</td>
<td>5-Mar</td>
<td>Internal Resources and Competitive Position</td>
<td>Whole Foods weighted KSF and Core Competencies Assessment</td>
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</tr>
</tbody>
</table>

Readings with an asterisk (*) are in the Harvard Business Review Course Pack, many of them in *HBR’s 10 Must Reads on Strategy*

Readings with a dagger (†) are available on Blackboard

‡Deliverable Due Dates are established on Blackboard or Capsim - they are not all due on Thursday

Days in gold with a guest speaker demand business casual or better attire
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<tr>
<td>9</td>
<td>Tuesday</td>
<td>10-Mar</td>
<td>Adjacencies to the Core</td>
<td>Identifying Adjacencies in Internship Companies</td>
<td>Tailoring to Fit Specific Industry Situations † (T.S, and G) Growth from Outside the Core † (Zook and Allen)</td>
<td>United Animal Health Case Memo/Presentation Capsim - Round 3</td>
</tr>
<tr>
<td></td>
<td>Thursday</td>
<td>12-Mar</td>
<td>Oral and Written Communication</td>
<td>Presentations</td>
<td>United Animal Health Case</td>
<td></td>
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<tr>
<td>10</td>
<td>Tuesday</td>
<td>17-Mar</td>
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<tr>
<td></td>
<td>Thursday</td>
<td>19-Mar</td>
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<tr>
<td>11</td>
<td>Tuesday</td>
<td>24-Mar</td>
<td>Internal Resources and Competitive Position</td>
<td>JBS United Debrief - Steve Biddle</td>
<td>Tailoring to Fit Specific Industry Situations † (T.S, and G) Growth from Outside the Core † (Zook and Allen)</td>
<td>Capsim - Round 4</td>
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<td></td>
<td>Thursday</td>
<td>26-Mar</td>
<td>Adjacencies to the Core</td>
<td>Continue Adjacencies Discussion</td>
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<tr>
<td></td>
<td>Thursday</td>
<td>2-Apr</td>
<td>Oral and Written Communication</td>
<td>Relating Talent Principles to Future Jobs</td>
<td>Secrets to Successful Strategy Execution* (Neilson, et al)</td>
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<tr>
<td>13</td>
<td>Tuesday</td>
<td>7-Apr</td>
<td>Oral and Written Communication</td>
<td>Contemporary Business Books Trade Show</td>
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<td>Trade Show Booth</td>
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<td></td>
<td>Thursday</td>
<td>9-Apr</td>
<td>Talent Management in Agribusiness</td>
<td>Presentations</td>
<td></td>
<td>Land O'Lakes Case Memo/Presentation Capsim - Round 6</td>
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<tr>
<td>14</td>
<td>Tuesday</td>
<td>14-Apr</td>
<td>Internal Resources and Competitive Position</td>
<td>Land O'Lakes Debrief - TBD</td>
<td></td>
<td>Land O'Lakes Case Memo/Presentation Capsim - Round 6</td>
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<tr>
<td></td>
<td>Thursday</td>
<td>16-Apr</td>
<td>Oral and Written Communication</td>
<td>Presentations</td>
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<td>Cargill Case</td>
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<tr>
<td>15</td>
<td>Tuesday</td>
<td>21-Apr</td>
<td>Talent Management in Agribusiness</td>
<td>Industry Debrief - Industry guest TBD</td>
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<td>Cargill Memo/Presentation Capsim - Round 7</td>
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<td>Thursday</td>
<td>23-Apr</td>
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<td>Work Day</td>
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<td>Capsim - Round 8</td>
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<td>16</td>
<td>Tuesday</td>
<td>28-Apr</td>
<td>Oral and Written Communication</td>
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<td>Board of Directors Meetings to be Scheduled Outside of Class Time Tuesday, Wednesday, or Thursday</td>
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<tr>
<td></td>
<td>Thursday</td>
<td>30-Apr</td>
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