The Book Harmon Agriculture Leadership Forum
- Preparing to Make an Impact in Animal Agriculture -

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The Hanor Company and Triumph Foods Group
Theme – Advice to Future Leaders

Sage Advice to Undergraduates in the Uncertain College years. Paint Picture of how to get from where you are now to where we are . . . and beyond. Discussion about making a difference in the World.

There is so much worry about where we are going and how to get there. Focus on (1) Acquiring Knowledge, (2) Get All Experience that you can, (3) Work with Guru’s (internal, external intern)
Brief Overview of My Path to a Career in Animal Nutrition

Hanor - Triumph Foods
PIC Global Director

Cornell University

UNL
Nutrition Phys.

CSU
Nutrition

Energetics Lab
Career Achievements in Animal Nutrition

- Cornell U. Faculty in Nutrition – 1979
  - International Reputation for Regulation Nutrient Use
- PIG Genetic Improvement Firm – 1993
  - First Nutritionist hired by Genetic Firm . . . In World
  - Global Director of Nutrition
  - First Research-based Nutrition Guide
Career Achievements in Animal Nutrition

Hanor Company and Triumph Foods Group - 2002

- Corporate Director
- R&D Leader
- Nutrition Management of 93,000 Sows – 1.8 Million pigs
- Adjunct Professorships: NCSU, ISU

Feed Budget $138 Million
Employee team 24
Research Facilities 5 (+ Molecular Biology Lab)
Research Funds 4.05 MIL (10 Years)
230 Publications – 100 Invited Seminars (10)
Where did members of the 1988 Olympic Weight Lifting Team and some Pro-Baseball Players get the Idea that human ST is a powerful Regulator of Muscle Growth?
Q  In What Sense can I be recognized as a Leader?
   I have not held any Elite Secular Post.

A  Lead Animal Nutrition to change in a Profound way – Led from a Key Decision making position.
   Led from Front Line rather than Front Office.
Build a Firm Foundation . . . Here!

‘Undergraduate Experiences Lay the Stones of the Career Path’ –

- Focus on **Knowledge**.
  - Classes are the Stones in Path.
- **Experience All you can** (Intern) (Wisdom)
- Career Plan **evolves** as Experience and Connections Increase (Be Patient)
- **Doors Open** at unexpected times.
  - Contacts help **shape** the Course.

  e.g. S. Gammel unusual steps to Anesthesiology.
  e.g. J. Kerber from Equine to 26 K Sows (Experience) (MS, Business Elite)
From Obscurity to Respectability – Steps in My Path
- Professionals Entered My Path and Elevated Me -

Private Industry and Academic Assoc.
Usry, Castro, Our Team, University Collab., Students

Cornell University
Bauman, Bell, Students

UNL
Peo, Britton

CSU
J. Wiltbank

Energetics
G. Ward

D.E. Johnson, L.W. Charkey, S. R. Olsen

CALS Assoc. Dean Early
The HOW to Get from There to Here

I. The **Crucible**

**CSU**
J. Wiltbank

**Energetics**
G. Ward

D.E. Johnson, L.W. Charkey

Passion: How Unclear.
CALS Assoc. Dean Early
Steps in My Path from There to Here

II. The **Help**

CSU

J. Wiltbank

D.E. Johnson, L.W. Charkey

CALS Assoc. Dean Early
THE HELP!

Some Situations are less than Optimum, even Ugly – How deal?

- Assoc. Dean Early
- Private Industry.

JSB – Resilience under Fire (Steady in Uncertainty)

(Inner Sense)
Steps in My Path from There to Here

III. The *Guide* and *Guru’s*

- CSU
  - J. Wiltbank
- Energetics
  - G. Ward

CALS Assoc. Dean Early

D.E. Johnson, L.W. Charkey
Dr. J. N. Wiltbank – USDA CSU Reproductive Physiologist
1924 - 1995
Steps in My Path from There to Here

IV. The **Buffet** Rule – Study with a **Guru**

- **Cornell University**
  - Bauman, Bergman

- **UNL**
  - E. R. Peo Jr
Selected Advice to the Next Generation

Other Matters
- Foundation **Character** Traits that are Essential
- In All The Getting – Get **Wisdom** (Innovation DNA) (Giorgyi)
- 4 Things to be Successful (Drucker CEO Characters)
- Ultimate Career Contribution (A. Einstein)
- Ending where we began (Return that which has been given)
**Foundation** Character Traits of Principle Centered Leaders

- **Honesty** is the platform to other virtues (dishonest, death)
  
  Where there is Honesty other Virtues will follow.

- **Civility**, essence of Politeness
  
  Education and Accomplishments will not count for much unless accompanied by gentility (S. Newman)

- **Humility** (rid yourself of Pride)

- **Work Ethic** (hard, smart)

- **Optimism** in face of Cynicism (Castro)

- **Team Player** (interpersonal skills, genome)
Success is More than Intelligence: **Innovation**

The *Innovators DNA* (Dyer, Gregersen, Christensen, 2011)

To be Distinctive and to ‘put a ding in the Universe’ (S. Jobs), you must go beyond Learning. **Wisdom** begets Innovation.

- Innovation is a secret to Success; more than Intelligence
- Giorgyi, ‘See what others have seen but thinking what no others have thought.
- Here’s the Good News – ‘Intelligence is basically a genetic endowment, but Creativity is not. Thus, *Nurture trumps Nature*. How Do I Develop Innovation? Read ‘The Innovators DNA’
4 Most Important Leader Traits
Peter F. Drucker

Principle: Men and Women who want to contribute in a meaningful way to Society will find their capacity to do so by several Simple Principles –

- Practice Conservation of Time
- Leaders Keep Current
- Build on Strength of the Team
- Starve the Problem – Feed the Opportunities

After much analysis of Large American Corp., he concluded that, ‘executive ability seems to have little to do with intelligence . . .‘
The Greatest Contribution of a Person in this Life – People and Human Life

‘It is right in principle that those should be the best loved who have contributed most to the elevation of the human race and human life.’

_The World as I See It_, p. 9
We End Where We Began

People
**Lecture Flow —**

- Theme
- **Dean, Path and Career Contributions** (Credibility)
- **Dean, A Leader – In What Manner** (Technical Engineer, Change)
- **Build a Firm Foundation** (Stones in Path, How Course begins to take Shape [Professional Contacts help define Course w. in Passion])
- **Illustrated in the Story of Me** (Passion, Crucible, Guide, The Help [Early struggle, near demise], Diverse In-depth Training, Working w. the Masters)
- **Committed Career Step** (UNL)
- **Blessed in Career Phase I** (Cornell)

**Sage Advice to Next Generation Leaders**

- **Foundation Character Traits – Must Haves**
- **Innovation DNA** (more than Intelligence) (Giorgi Axiom)
Lecture Flow – Continued
. Ideal CEO Leader or Director (Drucker 4 Key Characters)
. Ultimate Career Contribution – Mankind (Einstein)
. Ending Where I Began – The Next Generation
. Final Blessing (Focus on Stones: Courses, Experiential, Professional Contacts)

Panel and Graduate Student Specifics –
. Above the above
. Hanor Response to Today’s Challenges and Contributions to Society at Large (Efficiency, Food Cost, Sustainable Jobs, Environmental Stewards and Animal Well-being) (OF Course – World Peace)
. Challenges to Prepare For (Survival, Flourish) (Financial Turbulence)
. A Graduate Ideal (D. Kendal – Competent, Soft-spoken but Spoken, Team)