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

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Theme – Advice to Future Leaders

Sage Advice to Undergraduates in the Uncertain College years.

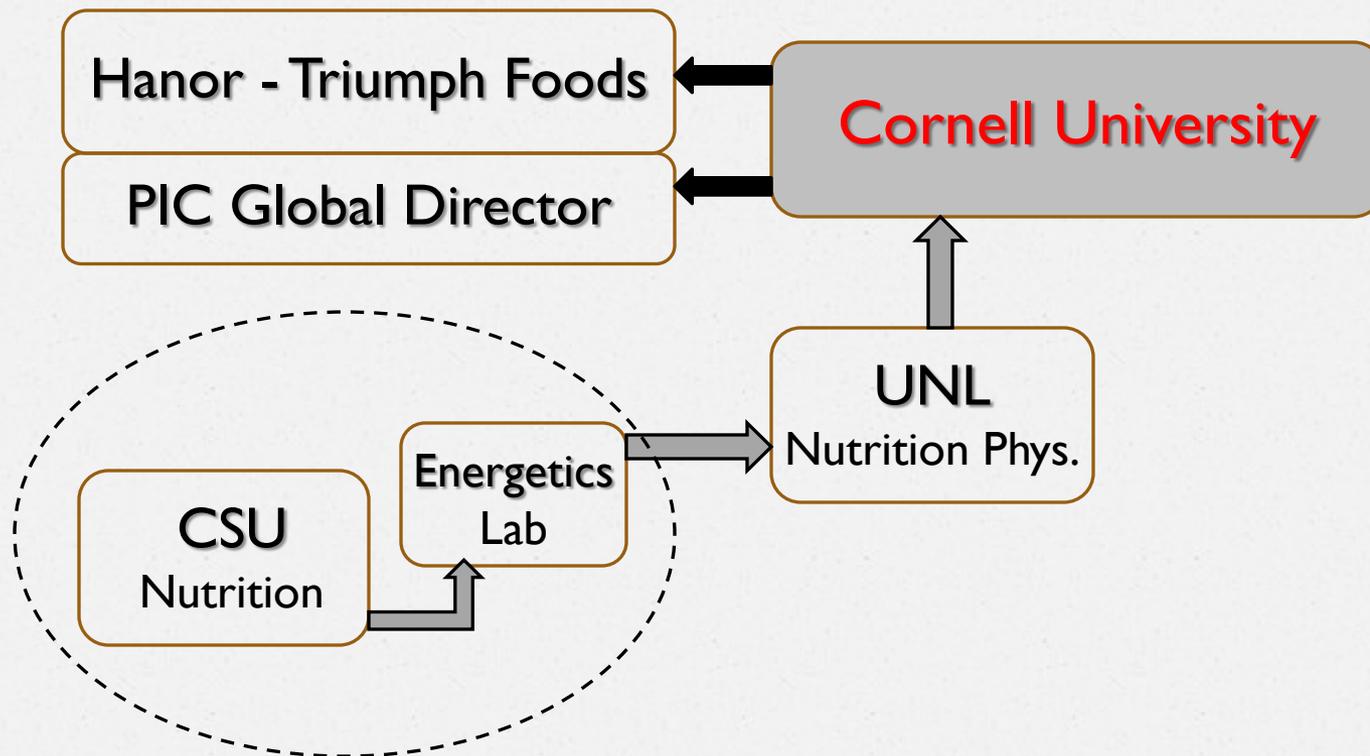
Paint Picture of how to get from where you are now to where we are . . . and beyond.

Discussion about making a difference in the World.



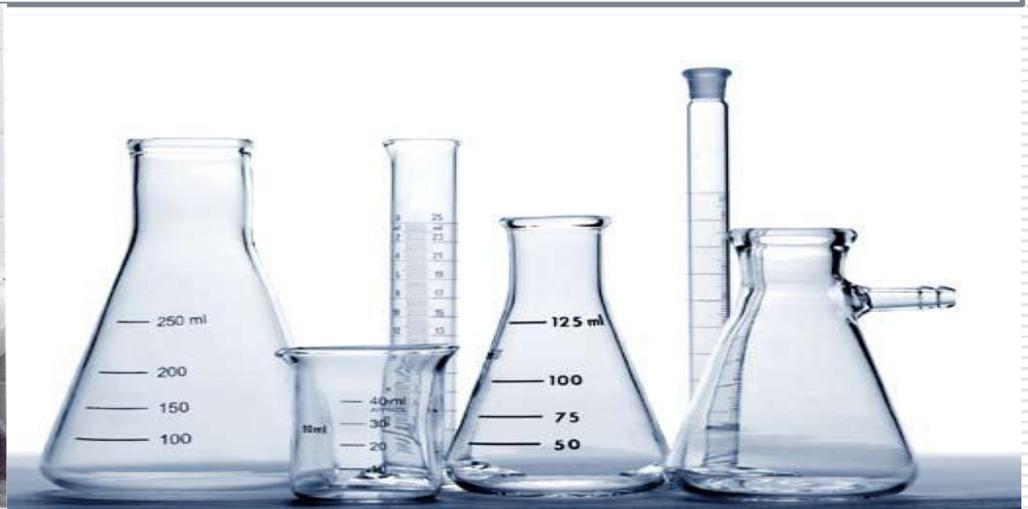
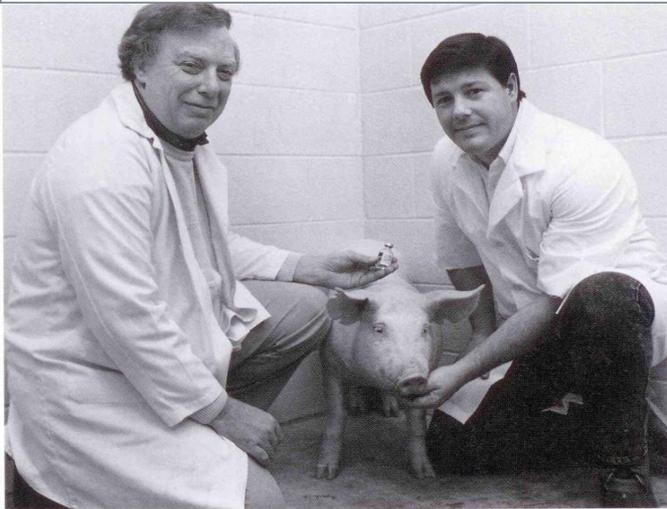
There is so much worry about where we are going and how to get there. Focus on (1) Acquiring Knowledge, (2) Get All Experience that you can, (3) Work with Guru's (internal, external intern)

Brief Overview of My Path to a Career in Animal Nutrition



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

Honor Company and Triumph Foods Group - 2002

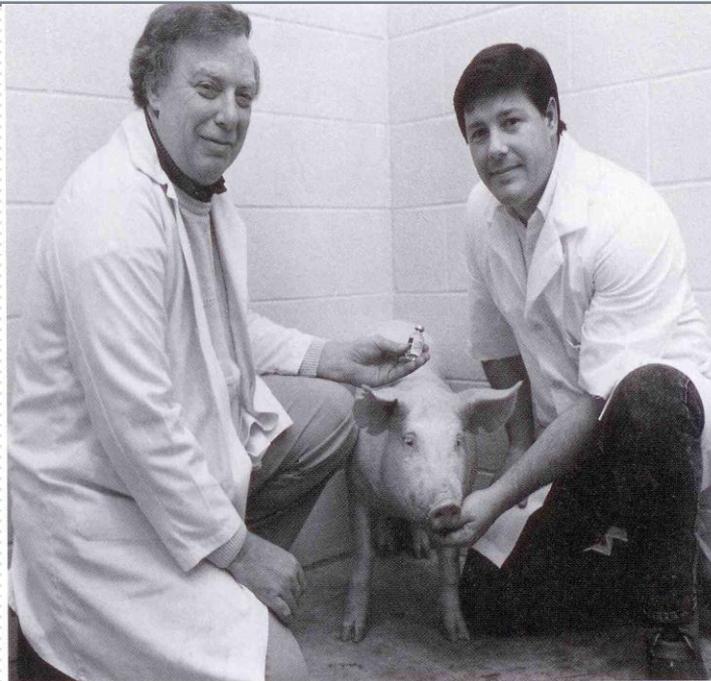
- Corporate Director
- R&D Leader
- Nutrition Management of 93,000 Sows – 1.8 Million pigs
- Adjunct Professorships: NCSU, ISU

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)	



Indirect Outcome of a Career Achievement

- 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 ?



The Book Harmon Agriculture Leadership Forum

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.

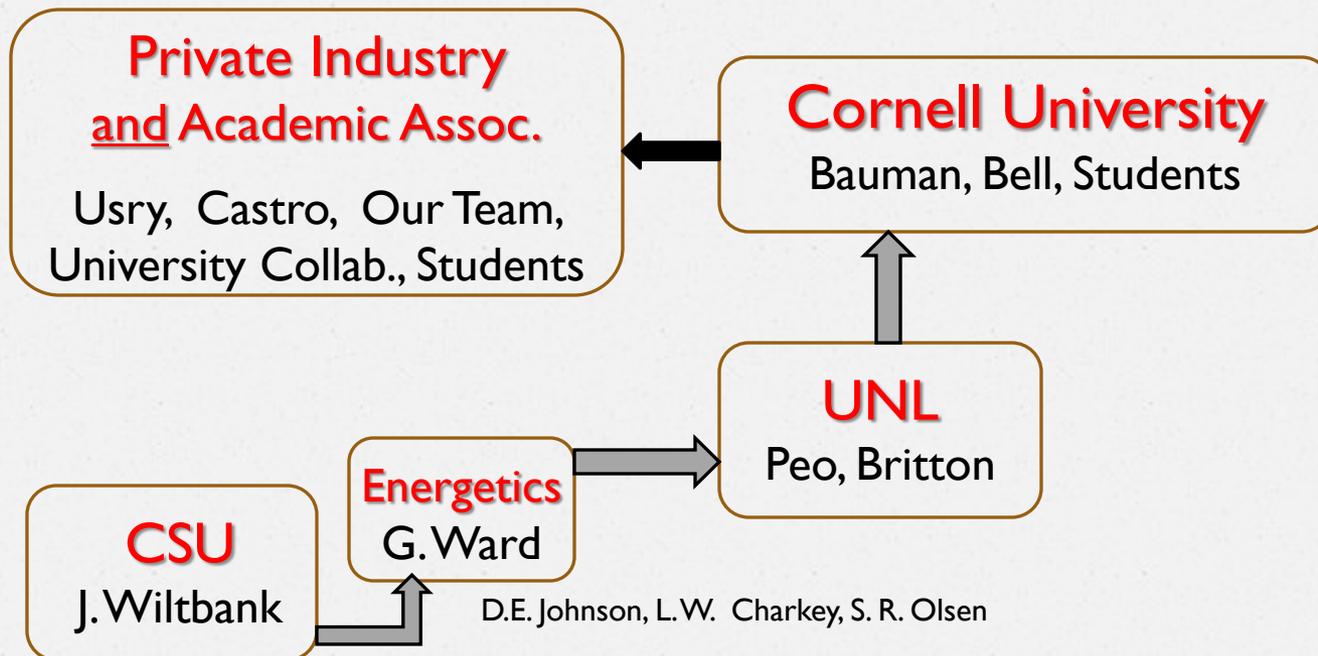
e.g. S. Gammel unusual steps to Anesthesiology.

e.g. J. Kerber from Equine to 26 K Sows (Experience) (MS, Business Elite)



From Obscurity to Respectability – Steps in My Path

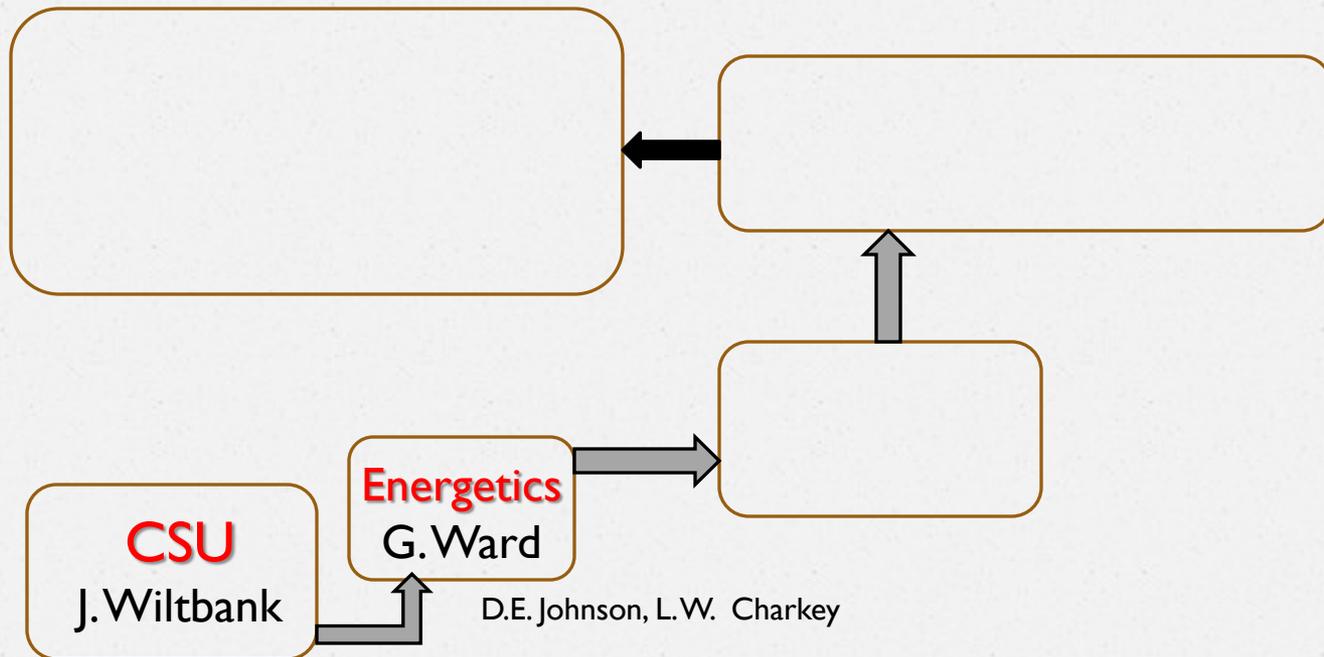
- Professionals Entered My Path and Elevated Me -



CALS Assoc. Dean Early

The HOW to Get from There to Here

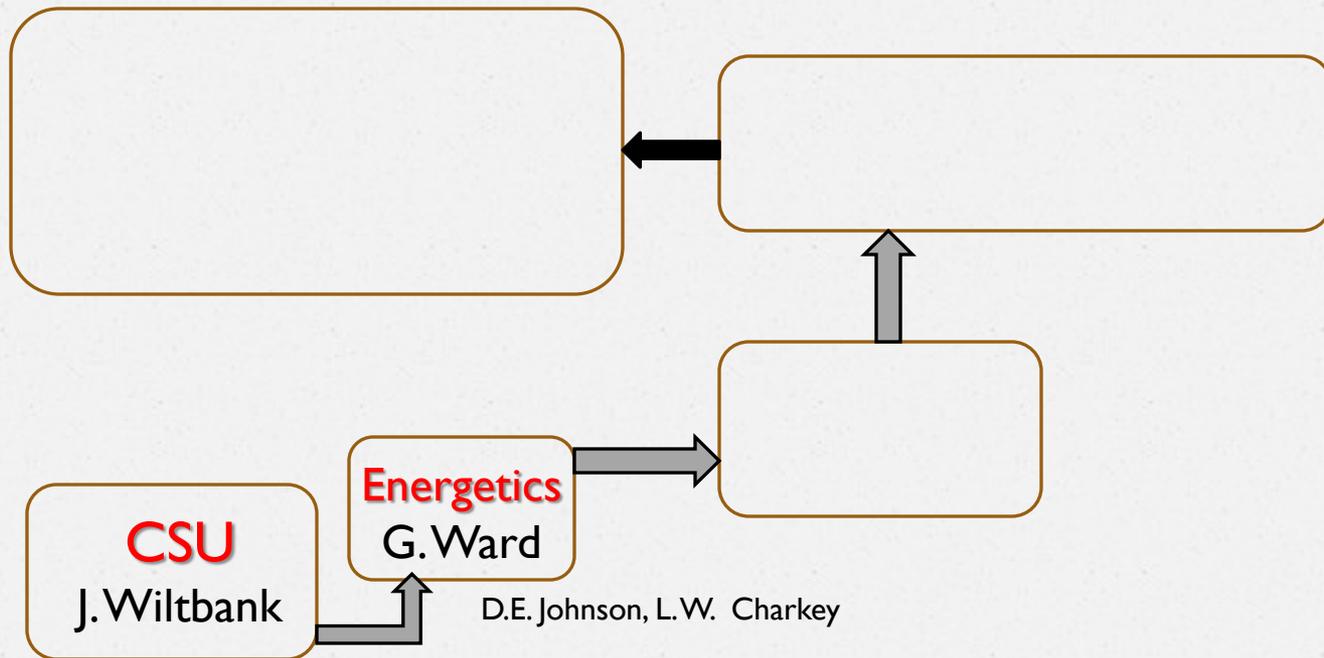
I. The Crucible



Passion: How Unclear.
CALSA Assoc. Dean Early

Steps in My Path from There to Here

II. The Help



CALS Assoc. Dean Early

THE HELP !

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

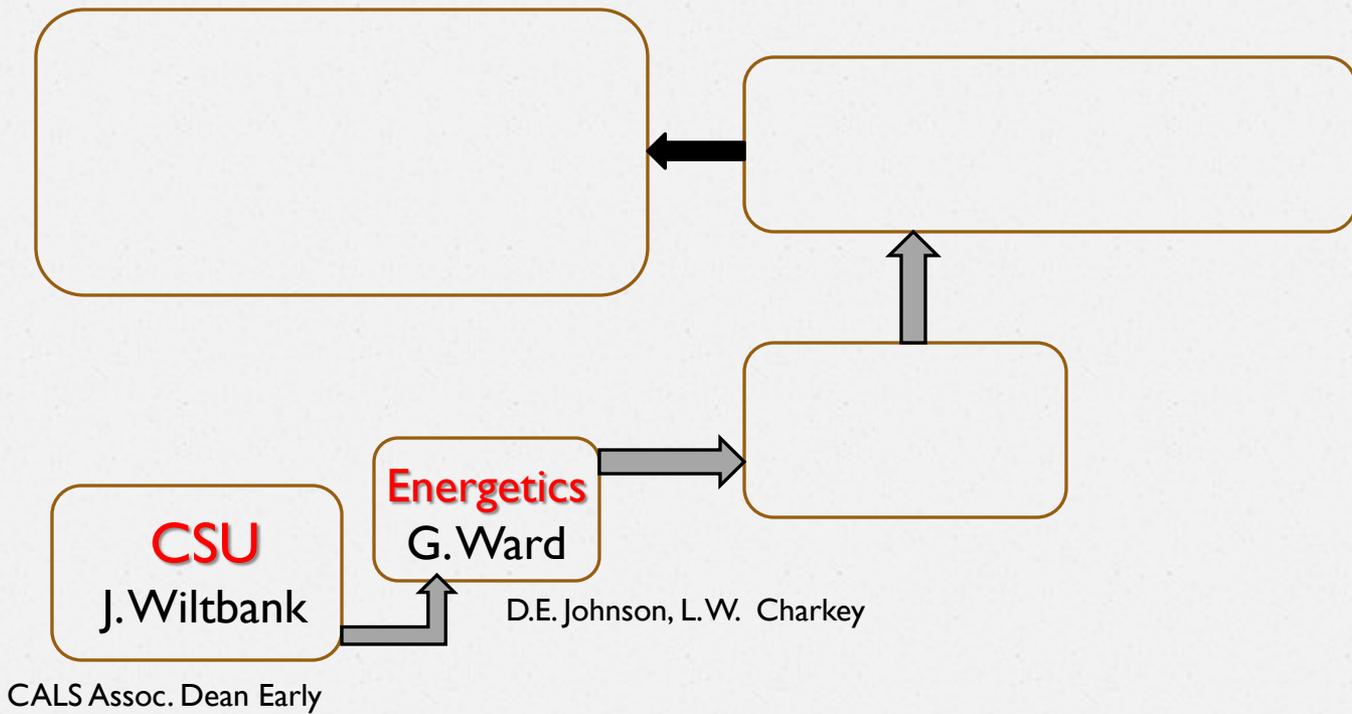
- Assoc. Dean Early
- Private Industry.

JSB – Resilience under
Fire (Steady in Uncertainty)
(Inner Sense)



Steps in My Path from There to Here

III. The Guide and Guru's



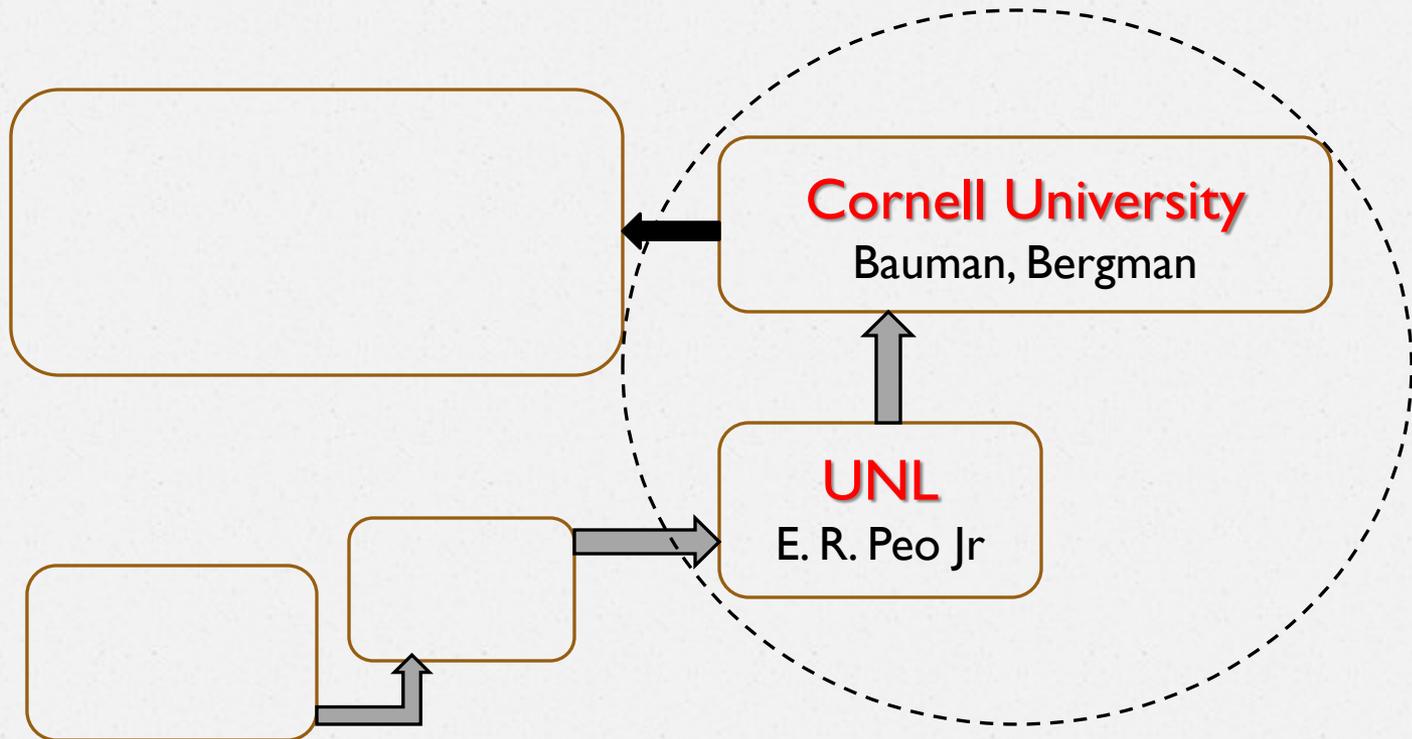
THE GUIDE

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



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 –

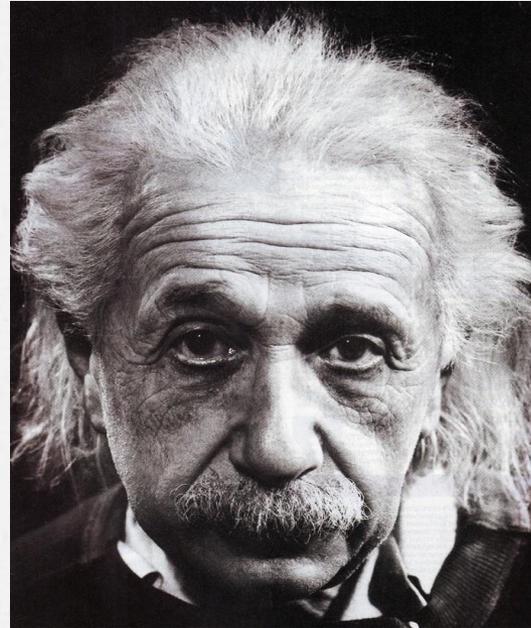
- Practice Conservation of Time
- Leaders Keep Current
- Build on Strength of the Team
- Starve the Problem – Feed the Opportunities

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**
- . **Honor 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)