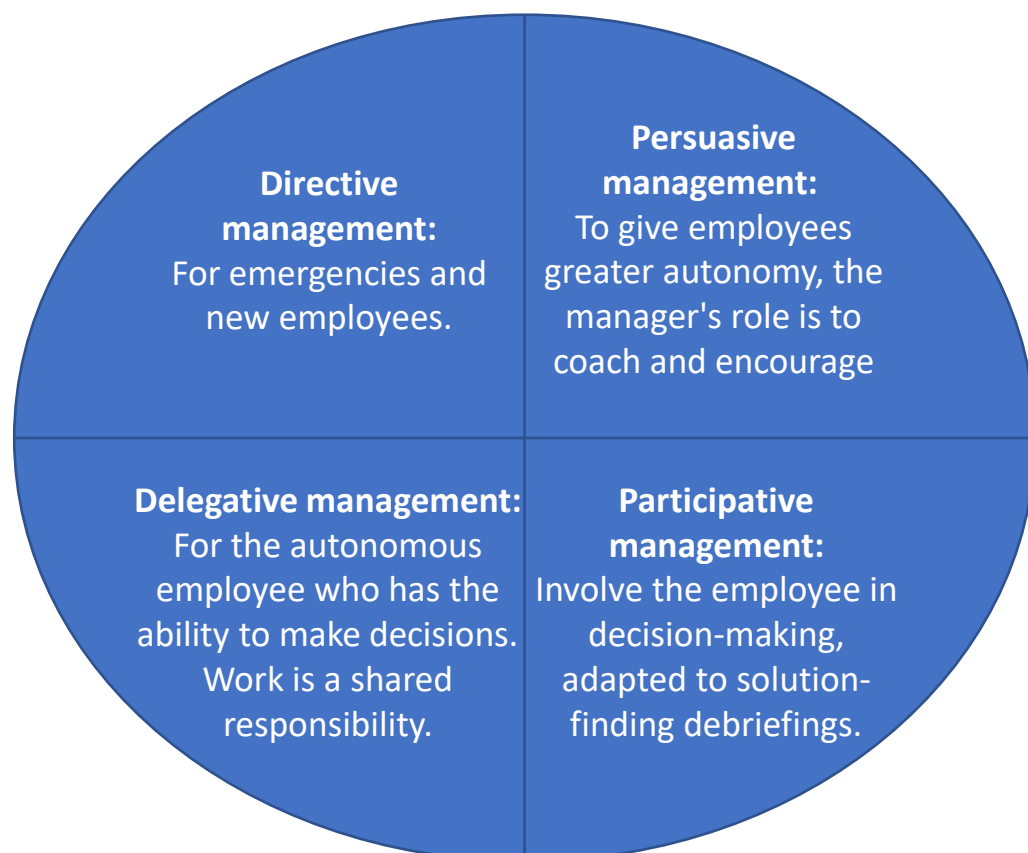




Management can be defined as, “All the different techniques of organization and management of all resources and teams within a company that enable the development of an organization”. In addition to remuneration, it is important to consider human relations with employees as a key factor in recruiting, motivating and retaining staff. Poor management can deteriorate working conditions and organisation on the farm.

Identify and adapt your management style to the context and the employee

Four types of management can be identified to characterize your relationship with your employees. It's about adapting the management style to the context and the employee.



Source: *Organiser le travail sur son élevage laitier, Caisse Centrale MSA, 06/2018*

Implementation advice

Managing employees can't be improvised! Successful management is not just about personal qualities, but also about knowledge and know-how. Don't hesitate to ask for support and training on the subject.

Organizing work with your employee

- ✓ Employees tend to be more productive when they are aware of the tasks to be carried out and the deadlines to be met beforehand.
- ✓ A well-balanced schedule helps to increase motivation.
- ✓ Every step taken is an objective achieved, which generates satisfaction.
- ✓ The manager must assign tasks, ensure that procedures and deadlines are respected and prioritize jobs according to their importance.

Choosing the right employee

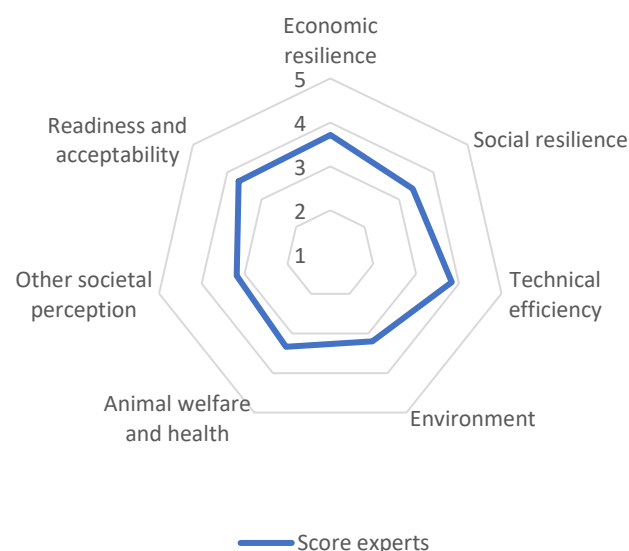
- ☺ Remain the decision-maker (vs. partner) without being alone on the farm and allowing you to have more free time.
- ☹ It is not always easy to find an employee and there is a risk of turnover. The legislation to be respected regarding employment can be onerous.

Are you ready to delegate? First analyze your company's needs!

How to communicate with your employee

- Allow time for discussion, listening is crucial. Even if the final decision belongs to the farmer, the employee can bring ideas forward and makes it easier to accept a decision adopted collectively.
- By sharing the company project, employees become more involved and motivated, and their work becomes more meaningful.
- Oral communication should not be neglected - it also means showing your appreciation by saying "thank you" or giving a speech when you've achieved your objectives.

Assessment of method



Quote of the farmer:

“To motivate employees, it is not only the pay check. We need incentives to involve them, and to be transparent.” Bertrand Evrard, dairy farmer in Pas-de-Calais ”

Annex

For further information:

Marine Duquesnes, Agricultural HR Development Officer at GEIQ 3A
- <https://www.cowforme.eu/file/download/e646912f-3b22-43c7-8ca0-d3c36401768a/cPk1wPXpEv3KsxDWXwTZemQ42Xcl8Fj3GxTxOb2alc3d>

- <https://ssa.msa.fr/document/organiser-le-travail-sur-son-elevage-laitier/>

COWFORME TRAVAIL SYSTÉMATIQUE

TRAVAILLER AVEC DES PROTOCOLES

QUELQUES EXEMPLES

Fiche d'instructions Test de mammite (CMT)

Faites un CMT pour déterminer si un quartier a un taux cellulaire supérieur à 400 000/ml, synonyme d'une infection.

Méthode

Le test California Mastitis Test (CMT) donne rapidement des informations sur la sensibilité sub-clinique. Un quartier de lait à un taux de cellules à 3% a du lait recueilli dans une palette à quatre cupules, on sait directement quel quartier est infecté.

1. Essuyer les premiers jets, recueillir deux jets de chaque quartier dans une cupule.
2. Positionner la palette toujours de la même façon (regarder vers le tête de la vache par exemple).
3. Incliner la palette pour obtenir le même plan, jusqu'à voir l'interface.
4. Ajouter autant de lait qu'il y a de lait et mélanger avec de petits mouvements circulaires.

Lire le résultat

Source: Signes de vaches (Vetvice)



Videos available on : <https://www.cowforme.eu/fr/webinars-et-formations>