
Dairy Business International



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Employee Training

Opportunities and Barriers

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Agenda

- Important challenge in a dairy
- Focusing in the important things
- Understanding your system
- Developing / following protocols
- Sharing expectations and results



Important challenge in a dairy



Important challenge in the industry

- Cows come first!!!
- Do they respond to our management style
- How many factors can we change so they express their potential
- Can we do more things as a function of the cows?



Do they understand the basics

- Most of your employees come from a rural background
- Some experience "dealing" livestock
- They may not have the experience of an intensive, well managed system



Understanding the why vs the what

- Why
 - What
-
- Neo natal care
 - Clean free stalls
 - Correct cow counts



Focus on important things



Focusing on the important things

- What is important for a cow
- What is important for a dairy operation
- What is important for a calf
- How can we change the paradigm and build a consistency so cows come first

Ten commandments for high producing dairy cows

1. Give me all the feed that **I** want
2. Give me all the water that **I** want
3. Get **me** a clean place to lay down to rest and chew my cud
4. Treat **me** the same way every single day
5. Help **me** to deal with heat stress
6. Help **me** in my critical periods
7. Milk **me** in a consistent basis
8. Make sure **I** do not get mastitis
9. Take care of **my** four wheels
10. When ever **I** tell you..... Bring the bull



Understanding Your System



Understanding your system

- How many of you can set up your parlor
- How many of you can set up you can set up the parlor for you neighbor
- Where is the iodine for the umbilical cord?
- Would all of you employees understand the difference between 1 and 7% iodine?

Let me give you an example

- 1998
 - Dairyman in Waterloo, WI





Transmitting that knowledge

- Next generation
- Team leaders
- Subordinates for these teams



Developing Following Protocols



Developing / following protocols

- What is a protocol
- Something that we need to follow in a consistent basis
- Repeat over and over and over
- What are some examples in a dairy farm

Lets see some examples

Protocol for XYZ

If the alarm sounds; press the F4 key to silence the alarm. This will not correct the problem but it will silence the alarm. The alarm is the horn in the milking parlor. It is also the small light on the upper right corner of the control panel.

As long as there is a fault the alarm will remain on.

Push the left arrow button to go to the menu.

Press F2 for the status and scroll down by pushing the arrow down to find out what is the reason for the alarm.

It will have an exclamation mark (!)

Turn off the proper switch (depending upon the location of the problem). This will reset the alarm and the water may start pumping. You must turn the switch back to automatic to complete the restart function. You can use any of the 5 switches to reset the alarm function. If you use the switch where the problem is located it will be easier to monitor the restart. (The alarm may sound often until the problem is corrected.)

If the alarm continues to sound and you are having problems resetting the system, call the names on the list.

Do not open the large electrical cabinet unless you have been trained. This can be very dangerous.

Wipe the exterior of the power cabinet off weekly when the electrical panels are wiped off.

If lightning strikes, you need to make sure the exterior surge protector has all 3 lights on.

If you see water coming from the overflow pipe, turn off the well pump. This will only happen if the well is running on manual and not in automatic.

The well pump will turn on automatically early in the morning to fill the tank up to 25,000 gallons which is full.

It will turn on during the day to keep enough water in the system. The well pumps water from 80 ft in the ground to fill the potable water silo.

When the well is running the water meter should be running, and the lights on the controller to the east of the meter should be lit up. The lights indicate full water flow from the well.

Water softener brine tanks should be filled on the 2 AM till 10 AM shift. Dave Schoenberg will handle the removal of any sludge from the brine tanks. Write on the calendar the salt usage for each brine tank.

The milking parlor and the cheese plant use potable water.

Hot water and pressure washer are potable water as well.

The control panel is the main mechanism to measure the pressure in the potable and non potable water system. If you reset the system, it may be easier to read the potable pressure on the gauge that is above the hot water tank.

However, this gauge only measures the pressure for potable water.

The plate cooler cools the milk within minutes after the cows are milked. Milk is cooled by transferring the heat of the milk in the plate cooler to the cold well water. The tempered water then flows to the non potable storage tank. The 5 compressors located to the south of the water room)cool glycol in the chiller which flows through the plate cooler reducing the milk temperature to around 35° as shown in the plate cooler temperature gauge and the temperature recorder on the south wall. The five compressors transfer heat to the thermo -stores that warm the cold potable water from 55° to 110°. The boiler then heats the water to 170° as shown on the temperature gauge of the larger storage tank.

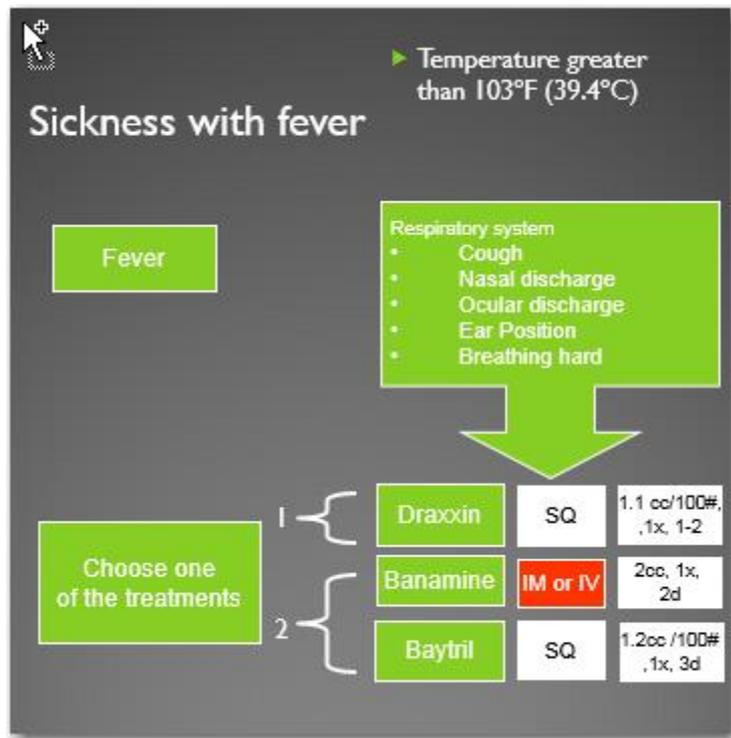
1. Once the water has been used in the plate cooler, it is considered non potable water.

- How easy is to follow
- How easy is to understand
- Can you see clear defined steps

Lets see another some example

<p>1 hr - Check Make Sure calving Check position if possible</p> <p>2 hr - Check progress position</p> <p>3 hr - If necessary pull calf. No progress (feet, etc) Back to Pen (10'')</p>	<p>1 hr - Check position If problem address immediately (call cow/d)</p> <p>- If normal leave 1 hr - should have calved if not and no problem leave alone.</p>
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Calf protocol example



- Use a simple approach
- Use shapes
- Colors
- Numbers



Sharing Expectations And Results



From a stockholders prospective

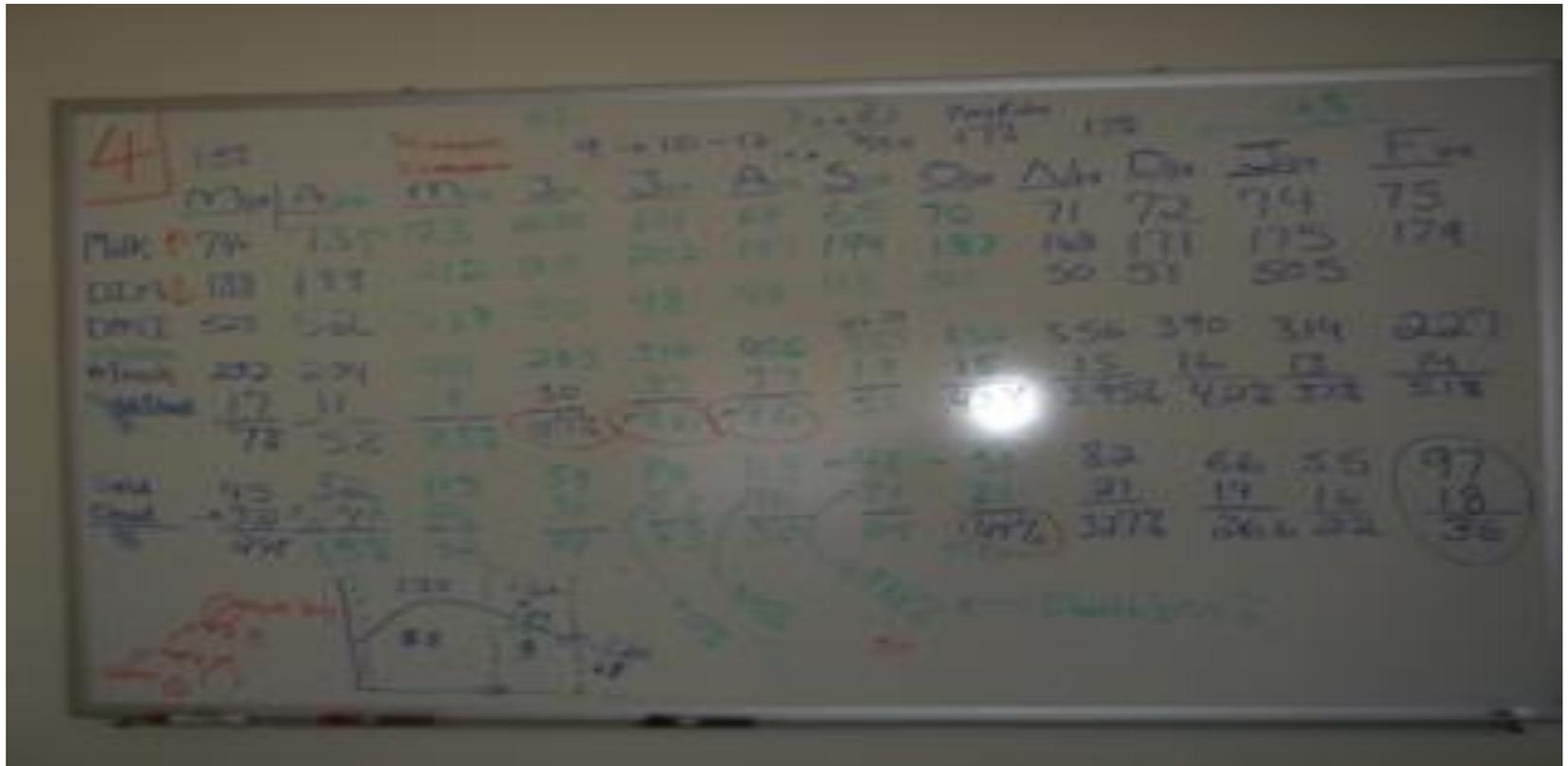
- Owner
- Banker
- Herdsman
- Parlor manager
- Milker
- Feeder
- Etc.....



Do we have a clear expectation

- SCC has to be under 150
- No more than 10 cows in the mastitis pen
- Fresh cows need to eat at least 45# DMI
- No more than 3 dead calves a month
- Peak flow at least 10 pounds

Some examples at the dairy level



Goals for leaders in parlors

- Family
- Recognition
- Respect from the owner
- Support in their decisions
- A big truck





Parlor Summary



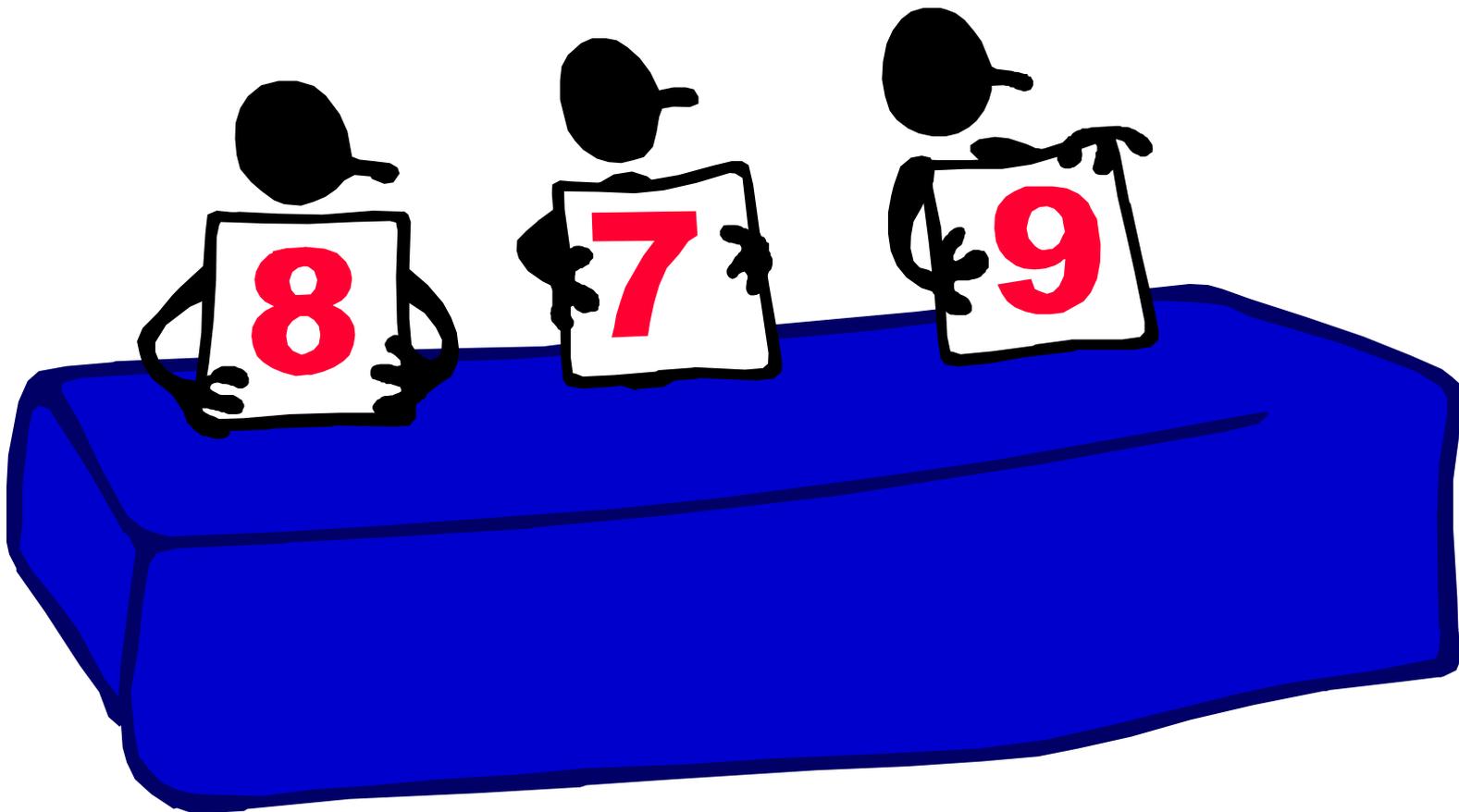
Translation into a simple system

- Ranges
- Colors / goals
- Comparison
- Dynamic
- Historical information



Correlation between events

Score cards





In summary

Alignment



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