Session IV short notes

Anand 2014

Genex
Cooperative, Inc.
A subsidiary of Cooperative Resources International
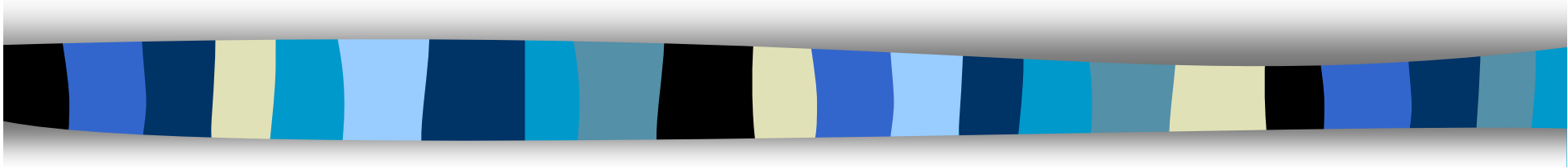
Management Information System:

- **Farmers** use "Dairy Comp" records all needed farm data. AI service organizations make records of this farm information database to assist them, find errors in cattle grouping, detect fed changes, health concerns. Includes opportunities to add notes on nutritional changes, regrouping cattle, veterinary concerns.

- **Our Company** recently changed to **SAP as our** business system. All of the production software needs to be rewritten. SAP platform supports International enterprises, highly desirable.

Human Resource Development

- Intense AI field staff training: Includes working at a Mega dairy in New Mexico: Many, many cows inseminated, and chance to work with actual on farm consulting teams.

Human Resource Development

- Internal training for livestock and lab staff includes assigning a mentor, and being in an apprentice position as they rotate through jobs.

- Sign off for trained tasks and skills.

- Settle them quickly into a routine with limited numbers of tasks to see if they "intend to stay".

- As capabilities emerge, resume circulating them in new tasks.

- Send them to the other sites within the copany doing similar tasks.

- Use between lab testing, procedure manuals.

Customer relation management:

- Large assignment within a service-oreinted company.

- Assigned staffers in national group to trouble shoot problems, bring new information. Can be out to visit monthly n large farms. More frequnety as needed. Travel a lot.

- Locally the regular AI technician also does this, if the "team" puts this as his task for the day.

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Customer relation management:

- We are a cooperative. Our customers locally attend district meetings, provide representatives to regional meetings to elect "delegates".
- These meet to select "directors". They constitute the Board controlling the Cooperative.
- The Board selects the Chief Executive Officer who is responsible for all Cooperative employees and programs.

Semen Station Certification

- Biosecurity, export: under Federal inspection.
- Trade organization compliance:
- CSS
  - For animal biosecurity, testing
  - Animal ethics and welfare
  - Sire and semen ID
  - Semen QC
  - Sanitation code for safely processing with antibiotics