

Land O'Lakes
Executive Agribusiness Program



Leadership Assessment Process



 **LAND O'LAKES, INC.**
BUSINESS DEVELOPMENT SERVICES



CULTIVATING COOPERATIVE SYSTEM SUCCESS. AND SUCCESSION.

LEAP is an invitation-only management and leadership development program designed to enable participants to strategically frame their thinking, learn and use new knowledge and tools, and apply what is learned in the context of their cooperative. Customized to the needs of cooperatives, this non-degree, 13-month program builds capabilities to enhance performance in both current and future leadership positions.



*FACT:
Program
launched
in 2009*

LEADERS WHO PARTICIPATE IN LEAP WILL HAVE THE OPPORTUNITY TO:

- Enhance their business management competencies to levels necessary to succeed in senior leadership and CEO positions at member cooperatives
- Diversify their thought and decision-making process, enabling them to more effectively handle management challenges
- Experience a forum for learning and exchange of new ideas across a unique group of individuals, improving their network of professional colleagues
- Demonstrate management and leadership ability to top management
- Expand their knowledge of the total food and agribusiness system and the general business environment



PROGRAM SCHEDULE AT-A-GLANCE

Pre-session	Residency 1	Inter-session 1	Residency 2	Inter-session 2	Residency 3	Inter-session 3	Residency 4	Inter-session 4	Residency 5
Jan. 2016 – Mar. 2016	Apr. 2016 Purdue University	Internet-based Distance	Jul. 2016 St. Louis, MO	Internet-based Distance	Nov. 2016 Int'l Residency – Brazil	Internet-based Distance	Feb. 2017 Purdue University	Pinnacle Project Presentation preparation	May 2017 Arden Hills, MN
	Theme: Strategic Resources Management		Theme: Growth and Innovation		Theme: Globalization		Theme: Uncertainty: Risk and Volatility		Pinnacle Project Presentations

- Business Strategy and Planning
- Financial Management
- Strategic Marketing
- Organizational Development and Leadership



FACT:
75% of Pinnacle projects have been implemented and are adding value at co-ops

Executive Level Assessment → Feedback & Coaching → Pinnacle Project

LEAP CURRICULUM-IN-ACTION

LEAP's core content includes business strategy and planning, financial management, strategic marketing, and organizational development and leadership. Participants explore these content areas during seven educational sessions. Four sessions are delivered as classroom residencies- three in the US and one international residency in South America. The international experience involves carefully selected activities that expand the participant's view of the agribusiness environment to a global scale.

Three of the seven sessions are delivered via internet-based distance technology. This enables participants to continue their work and application of the LEAP content during the time between residency sessions, and lets participants select the timing that is most convenient for them. The distance-delivered sessions of the program offer a mixture of lectures, case studies, discussions, and participant-led presentations. Throughout each of the internet-based sessions, participants will receive high-quality and constructive feedback from the instructors.

Prior to the first session in April 2016, individual executive level leadership assessments will also be completed to provide participants with feedback and coaching throughout the program.

5 PRIMARY CONTENT DELIVERY METHODS:

- Core courses, including instruction and presentation from Purdue faculty, Land O'Lakes executives, industry guest speakers, and consultants
- Field visit experiences (farm operations, agribusinesses, non-ag companies)
- Advanced case study analysis, discussion, recommendations, and debriefing
- Special issue sessions that complement the coursework and address current industry and economic challenges that arise over the program's duration
- Pinnacle Team Project – an intense, self-selected project of high priority for the cooperative that allows participants to apply the content and tools learned in the program

EXPECTATIONS OF LEAP PARTICIPANTS

Participation in LEAP requires a serious and significant personal commitment from each participant. Participants will need to allocate time for the distance sessions and preparation of assignments (approximately 20 hours per month), as well as the face-to-face residency sessions. Active participation will allow the participant to gain maximum benefit from the program.

The commitment made for LEAP is in addition to the demands of personal and day-to-day business responsibilities. Participants must:

- Attend all five (5) LEAP residency sessions. If an emergency requires that a participant miss a residency, make up work will be assigned.
- Participate in high-intensity, interactive sessions and devote the time necessary outside the classroom.
- Complete session assignments and team project work.
- Fulfill normal day-to-day business responsibilities.

We highly encourage two or more participants from one cooperative to fully leverage the benefit of the Pinnacle project.



FACT: To-date, 125 graduates are leading the way

FOR MORE INFORMATION & NOMINATION FORM

Please visit:
LEAPExecutives.com

or contact:
Chris Fischer
(651) 375-4396
cmfischer@landolakes.com

April Sauer
(765) 494-4328
aasauer@purdue.edu



