

# TEPAP

The Executive Program for Agricultural Producers



**January 7 -13, 2018 – Omni Barton Creek Resort & Spa – Austin, Texas**

Prepare your operation to face the complex management issues and challenging economic conditions of today and tomorrow

**Since 1990**, The Executive Program for Agricultural Producers, TEPAP, has been equipping agribusiness leaders to develop professional management practices, improve family communication, and provide a path forward for business growth, transition, and succession planning.

With the generous support of the Farm Credit System, John Deere, DTN, BASF, Texas A&M AgriLife Extension and Texas A&M University, TEPAP has taught over 2000 participants advanced agribusiness topics such as:

- Strategic management
- Leadership
- Salesmanship
- Family business management
- Negotiation strategies
- Human relations
- Financial management
- Macroeconomics
- Workplace accountability



**Become more professional in your management and leadership skills**

When you attend TEPAP, you'll spend an intensive week in classroom sessions alongside some of the leading producers in the country and around the world taught by the nation's most prominent faculty with experience and expertise in issues of strategic management. After daily class sessions, you'll take part in individual study and roundtable discussions (affectionately called 'bear pits') along with your classmates and instructors.

The study will be intensive and the days will be full, but at the end of your session you'll be equipped with management tools, ideas, and strategies to face the challenges of running farms, ranches, and agribusinesses today and tomorrow.

## To Prospective Participants,

Please accept this invitation to join us for The Executive Program for Agricultural Producers (TEPAP), January 7-13, 2018 in Austin, Texas. Since its inception, TEPAP has brought together farmers, ranchers, and agribusiness men and women who want to manage their organizations more professionally - from managing opportunities of growth and expansion to issues of transition and succession planning. Class members come to TEPAP from all over the world to meet with faculty comprised of experts in the fields of business and academics. Class size is limited to enhance this learning environment that is built on dialogue and discussion, instruction and interaction.

When Danny Klinefelter originated TEPAP 28 years ago, he designed it around the following 7 principles:

- The only truly sustainable competitive advantage is the ability to learn and adapt faster than your competition.
- Strategic management is the ability to anticipate, adapt to, drive and capitalize on change.
- The best organizations spend as much time analyzing what they need to stop doing as they do evaluating new opportunities.
- The most successful businesses are learning organizations. This means that everyone in the business needs to recognize that someone, somewhere, has a better idea or way of doing things, and they need to be compelled to find it, learn it, adapt it, and continually improve it.
- Success requires continuous management improvement at a rate set by the leading edge of your competition and not by your current comfort zone.
- The main difference between top 10 percent and the rest of the top 25 percent is their timing, in terms of when to enter, expand, cut back or exit; whether it's an investment, a marketing decision or a business activity.
- The future will always belong to those who see the possibilities before they become obvious to the typical producer.

If this sounds like a program that would benefit you, your partners, and your business, I invite you to become part of the TEPAP family. I hope to see you in Austin!



Mark Welch

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## World Class, State-Of-The-Art Facilities

The TEPAP 2018 program is held at the **Omni Barton Creek Resort & Spa in Austin Texas**, named one of the top ten executive conference centers in the U.S. by Corporate Meetings and Incentives Magazine. The resort is located in the rolling Texas hill country west of Austin, 15 minutes from downtown and approximately 20 minutes from Austin International Airport. Transportation to and from the airport will be provided by prior arrangement with the program assistant.



# Extensive Focus on Today's Farm Business and Management Issues

Over the past 28 years, TEPAP participants have covered the spectrum of commodity producers, differentiated product/niche market operations, and qualified suppliers for coordinated supply chains. They have represented a variety of business arrangements and have included everything from single-site farms and ranches to multi-county, multi-state, and even multi-national operations. The vast majority come from closely held family and owner-managed businesses.

TEPAP is organized into two concurrent, one week sessions. First time participants will need to enroll in **Unit 1**. Your week of instruction will encompass:

- Family Business Management
- Financial Management I
- Understanding & Working with Different Personalities I
- Process Improvement
- Megatrends
- Human Resources Management I
- Strategic Management
- Managing Key Challenges and Decision Making
- Macroeconomics: Impacts on Farm Level Decision Making
- Public Relations Plans: What, Why and How



Those who have completed Unit 1 are eligible to enroll in **Unit 2**. The topics covered in this week are:

- Succession Planning
- Financial Management II
- How Your World Works
- Salesmanship
- Accountability
- Leadership & Managing Change
- Human Resources Management II
- Family Business Governance and Financial Management
- Profitable Negotiation
- Strategic Positioning
- Practical Applications for Collaborative Farming



“Attending this course and connecting with the quality of people at this event should be on the bucket list of every progressive farm business.”

-Terry Aberhart, Canada

# FACULTY

	Speaker	Topic		Speaker	Topic
	<b>Chris Barron</b> Director of Operations and President of Carson & Barron Farms, Inc.	Decision Making and Collaborative Farming		<b>David Parker</b> President of OTM LLC Las Vegas, NV	Salesmanship
	<b>Michael D. Boehlje</b> Distinguished Professor of Agricultural Economics at Purdue University	Strategic Positioning		<b>Michelle Painchaud</b> President and CEO of the Painchaud Performance Group Winnipeg, Canada	Human Resources Management I
	<b>Barb Dartt</b> The Family Business Consulting Group Kalamazoo, MI	Understanding Yourself to Better Lead Others		<b>Maurice (Moe) Russell</b> President of Russell Consulting Group Panora, Iowa	Public Relation Plans; What, Why & How
	<b>Shannon Ferrell</b> Associate Professor of Agricultural Economics at Oklahoma State	Succession Planning		<b>Mike Scott</b> Professional Accountability Expert at Mike Scott & Assoc. Portland, OR	Accountability
	<b>Brent Gloy</b> Professor of Agricultural Economics at Purdue University	Strategic Positioning		<b>Ed Seifried</b> Professor Emeritus of Economics and Business at Lafayette College	Macroeconomic Impacts on Firm Level Decision Making
	<b>Allan W. Gray</b> Professor of Agricultural Economics at Purdue University	Strategic Management		<b>Michael Stolp</b> VP of Market Research and Development at Northwest Farm Credit Services	Putting Strategic Management Principles to Work
	<b>Mel Kleiman</b> President of Humetrics Sugar Land, TX	Human Resources II		<b>Jack Williams</b> Consultant with Corporate Visions, Inc. Albuquerque, NM	Profitable Negotiation
	<b>Danny Klinefelter</b> Honors Professor & Extension Economist at Texas A&M University	Lessons and Peer Advisory Groups		<b>R.L. (Dick) Wittman</b> Farm Manager & Principal in Wittman Consulting Culdesac, Idaho	Financial Management I; Process Improvement; Family Business Governance and Financial Management
	<b>David M. Kohl</b> Professor Emeritus of Ag Finance and Small Business Mgmt. at Virginia Tech	Megatrends		<b>Lance Woodbury</b> CEO of Woodbury Interactive Garden City, KS	Family Business Management
	<b>Jeff Magee</b> President of Jeff Magee International Las Vegas, NV	Leadership and Managing Change		<b>Peter Zeihan</b> President of Zeihan on Geopolitics Austin, TX	How Your World Works
	<b>Jim Nolen</b> Distinguished Sr. Lecturer, Dept. of Finance at the University of Texas	Financial Management II		<b>Mark Welch</b> TEPAP Program Director Texas A&M University	 <b>Connie Moore</b> Program Asst. Texas A&M Univ.



## How to Enroll

Enrollment is limited, so please don't wait! **Apply on-line at: [tepap.tamu.edu](http://tepap.tamu.edu)** **Applications will be accepted starting July 1<sup>st</sup>.** Qualified applicants will be selected in order of receipt of application and confirmed based on receipt of payment. The program fee is \$4,700 (U.S. dollars) payable upon notification of acceptance (check or credit card). For those returning for Unit 2, payment is due by November 1<sup>st</sup>. Fees include all meals, lodging, program materials, and transportation services to and from the Austin airport. Personal incidental expenses, additional meals and any extra nights of lodging at the conference site are not included in the program fee and can be paid for at check-out.

Unit 1 and 2 are both scheduled for January 7-13, 2018. **Notifications of withdrawal from the program received in writing prior to December 1, 2017, qualify for a 75 percent refund. Cancellations received after that date will be charged one-half the program fee. Participant substitutions may be made up to 1 week before the program, subject to approval by the program director.**

A typical day in the program has four major activities

- classes
- informal roundtable discussions
- individual study
- small group discussions—held from early morning until late evening

*"The future will always belong to those who see the possibilities before they become obvious."*  
- Danny Klinefelter



Go to: [tepap.tamu.edu](http://tepap.tamu.edu) for more information, application, and program updates.

**Questions?** Visit our Website or email Mark Welch [jmwelch@tamu.edu](mailto:jmwelch@tamu.edu) or Connie Moore [connie\\_moore@tamu.edu](mailto:connie_moore@tamu.edu). Phone 979-845-1772 / FAX 979-845-7444.

Texas Extension Education Foundation, Inc., P.O. Box 946, College Station, TX 77841-0946.

Educational programs of Texas A&M AgriLife Extension are open to all people without regard to race, color, sex, disability, religion, age or national origin. Issued in furtherance of Cooperative Extension Work in Agriculture and Home Economics, Acts of Congress of May 8, 1914, as amended, and June 30, 1914, in cooperation with the United States Department of Agriculture. Douglas Steele, Director, Texas A&M AgriLife Extension, The Texas A&M University System.

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