

The Use of Learning Organization Tools to Re-Engage Business Management Extension

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Business Management Extension- History


- *Farm Business Management Program (1970's)*
- *Core Review- 2000*
 - *Downsizing and removal of FBM Branch*
- *Agriculture Policy Framework (02/03 – 07/08)*
 - *Renewal/InfoBasket*
- *Unprofitable Beef and Tree Fruit sectors*
 - *Industry Strategic Plans*

Re-Engaging Business Management Extension

- *Need for Increased FBM Capacity in MAL*
- *Systems Approach- Learning
Organization Tools*
- *Integration with Strategic Plans*
 - *Agriculture Plan*
 - *Ministry Business Plan*
 - *Growing Forward*

Business Management Extension Initiative- Needs Assessment

- *MAL Project Initiated (Fall 2006)*
- *Staff Input (Spring 2007)*
 - *Courtyard Café*
 - *Challenge Wall*
 - *Team Charter*
 - *Reporting Back*
- *Implementation (2007/2008)*




Business Management Extension Initiative- Courtyard Café

- *Regional Meeting (March 07)*


Themes & Threads - Strategic Directions

1. *What is Farm Mgt. Extension?*
2. *What should MAL's role be in developing and delivering a farm business management program?*
3. *As an employee, what do you see as the upsides and downsides of building increased FBM capacity in the Ministry?*
4. *From a client perspective, what would a farm business management program "entail"?*
5. *What are the various industry sectors that could benefit from farm business management information and support?*



Business Management Extension Initiative- Challenge Wall/ Team Charter

- *Work plan meeting (July 07)*
 - *Roll-up of Courtyard Café ideas*
 - *20 -30 staff at Dunsmuir on Day 1 brainstorming.*
 - *Core group of 7 worked through ideas on Day 2*
- *Work plan / Team Charter (Sept 07)*
 - *Charter/Work plan*
 - *Developed rules of conduct and team charter*
 - *Identified activities and timelines for the fall and winter*



Business Management Extension Initiative Team

- › Core Group of 7 Staff from various branches in the Ministry
 - › Time Allocated (100% to 10%)
- › Representative from the Ministry of Forests and Range

Business Management Extension Initiative- Mission

"Provide credible and targeted information resources and tools that support improved business management decisions."

Business Management Extension Initiative- Broad Objectives (07/08)

- › Conduct needs assessment related to business management information and skill sets for the Agriculture, Food and Aquaculture Sector
- › Development of Information/Tools
 - › updating planning for profit budgets/format
 - › developing a new interactive tools
- › Provide Staff Training and Development in Farm Business Management
- › Develop and Deliver Industry Workshops on Business Management Related Topics

Business Management Extension Initiative- Activities (07/08)

- › *Ranching for Profit Workshops (Schools)*
- › *Staff Development Session (Ranching)*
- › *Communications Plan*
- › *Skills Inventory*
- › *Planning for Profit Budgets/format*
- › *Benchmarking information*
- › *Speaker Support*
- › *First Nations Record keeping*
- › *Presentations on Economics (e.g. forage)*

Business Management Extension Initiative (07/08)

- › *Benefit of Using Learning Organization Tools*
 - › *"Systems Thinking" to develop needs*
 - › *Encouraged relationship building & getting to actions*
 - › *Critical thinking to develop work plan*
 - › *Team Charter improved people dynamics*
 - › *Reporting back to staff- increased buy-in and support and commitment in delivery*

Business Management Extension Initiative (07/08)

- › *Develop Improved Internal and External Linkages*
 - › *Regional Operations/MOFR Range staff*
 - › *Farm Organizations*
 - › *Canadian Farm Business Management Council*
- › *Development of a Longer Term Strategy*
 - › *Input to Ministry Co-Divisional Strategic Plan to identify Business Development Programming needs to support industry*

Business Management Extension Initiative- Future

Target:

➤ *On-going Extension Activities supporting Business Management Needs*

Dependencies:

➤ *Ministry Service & Strategic Plans/Resources*

➤ *Agriculture Policy Framework*

➤ *External Partnerships (Industry, CFBMC, etc.)*
