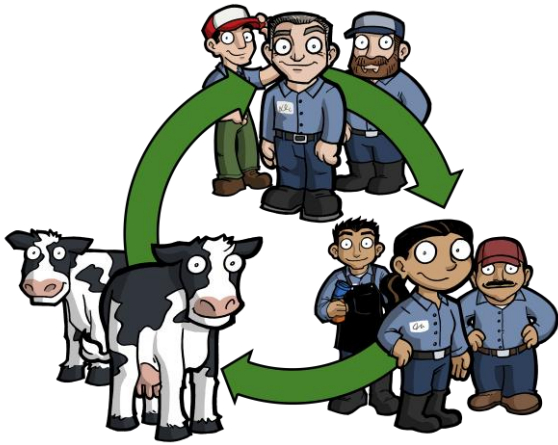


Blueprint for Bosses: Creating the Foundation for Building Your Team



You depend on your cows.
Your cows depend on your employees.

Can your employees count on **you**?

Pay attention. Maintain order. Build trust.
Create opportunities. Be a manager.

Great managers are constantly striving for and achieving great results with their team. How do they succeed? They get great results by developing solid habits throughout their entire team. And how do they develop these habits? They create solid habits by keeping three core principles at the foundation of everything they do. These three key principles are *Clarity*, *Discipline*, and *Accountability*.

These three principles don't just apply to your employees... they actually start with you and your management team.

If you keep *Clarity*, *Accountability*, and *Discipline* at the foundation of your management strategy, your people will possess the habits they need to deliver the results that you and your team expect.

How are you and your team doing in these three areas?

CLARITY

Put your expectations in writing... reduce uncertainty.

- Job Descriptions: This is your job.
- Protocols/SOPs: This is how you do your job.
- Policies/Rules: You need to follow them, I need to enforce them.

DISCIPLINE

Follow through and follow up with what you say you're going to do... be consistent and predictable.

- Milking Routine: Correct 'procedural drift' as soon as you see it starting.
- Cleaning Stalls/Pens: Walk through pens to check if stalls are clean and follow up with employee.
- Parlor/Maternity Boards and Sheets: Leave a quick note to acknowledge that you're checking this info.

ACCOUNTABILITY

Hold everyone responsible for doing their work... start with yourself.

- Tardy Employees: Highlight late punch-ins and show employees their time card.
- Designate Specific Jobs: Make each position/shift responsible for specific tasks.
- Bonuses & Raises: Reward performance... raises and bonuses need to be earned.

