



BIF Young Producer Symposium

"Drafting your Team"

Meeting Structure: Depending on the size and scope of your business, meet at least annually in a Strategic Planning Setting. Communicate to the Team quarterly or more if needed. Hire a facilitator and recorder for your Strategic Planning meeting so you can get the most out of the meeting. Agenda **Always!!!!**

Formalized Documents: You should have the following:

- Letter of invitation to join your team
- Letter of confidentiality to be signed by all members
- An outline that describes the history of your operation, the current state of your business and the future vision of your operation as outlined today



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Accountability: You are asking people to give of themselves to help you. Develop a reporting structure that holds you accountable to the priorities selected at your meetings

Range: Select people that are "Big Picture", Local Picture, Current Focus and Visionary

Industry: From finance to your industry and supporting industries (Beef to Food Service)

Selection: Select the appropriate number of people for your team that is relevant to the size and scope of your business. 3-7 people



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Personality Profile Your Team: It is Critical for everyone to have an understanding for each other

Commitment: Ask for a 2-3 year commitment but reserve the right to replace as needed

Most of all, there has to be a Culture of Trust established within the group.



First Dakota National Bank
Ag Advisory Group:
**Is responsible for Keep
Farmers Farming!!**



Keep Farmers Farming

- Heavily Involved in Estate Planning Consultation
- Transition & Succession Strategies-Agri-Excellence Program
- Agri-Intelligence- Strategic Information Distribution
- Marketing & Risk Management Training and Skill Development

**Growing Pains: Simple to
More Complex**



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In Summary

A. Have a "Purpose"

B. Have an "Agenda"

C. Approach Professionally

D. Keep your team Relevant/Be accountable!!

