

# The Positive Effects of Continuous On Farm Training...A Practitioner's Approach

MICHELLE BOREK-STINE DVM

47<sup>TH</sup> DAIRY PRACTICES COUNCIL. NOVEMBER 10, 2016

# Progression from teacher to team member



# How to get started?

## TRUST:

SPEND TIME WITHOUT THE SLEEVE ON.

## TEAMWORK:

UTILIZE ALL YOUR LOCAL RESOURCES

## TIME:

EXPECT 4-6 MONTHS BEFORE TEAM "BUYS IN" COMPLETELY

# Developing Trust: “Spend time in the parlor”

Dr. John Ferry

- Ask Questions
- Frequent short visits
- Work alongside (dip out)
- Seek out the teachable moments
- Excellent time to focus on one area
  - Teat ends
  - Animal handling
  - Cleanliness



# Teamwork: Everyone has a voice and role



- u Employers
- u Employees
- u Nutritionists
- u Local Co-ops
- u Local Extension
- u Local Servicers
- u Industry representatives



# Team Meetings: Individualized is best



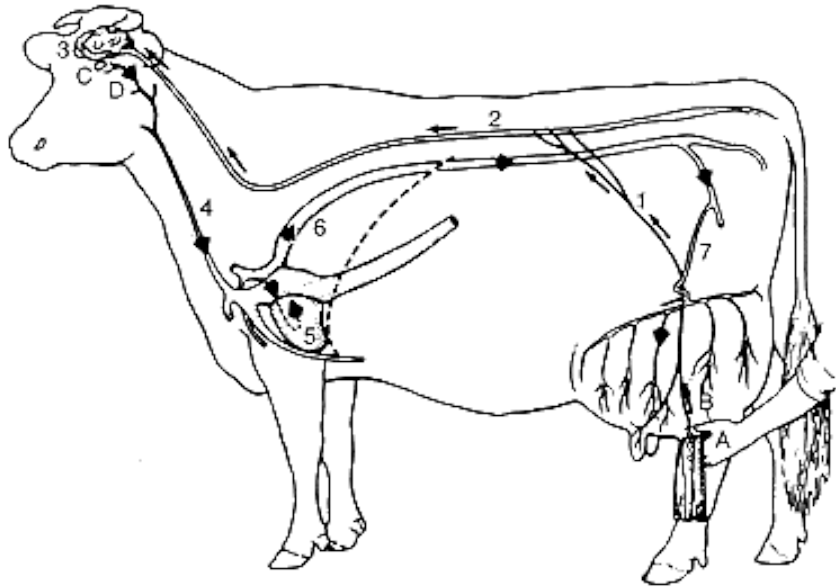


Ø Keep the meetings concise

Ø Make it a scheduled routine meeting

Ø Bring food or treats

# Continually change your meeting format



## Tools

PowerPoint and pictures

Paper and Markers

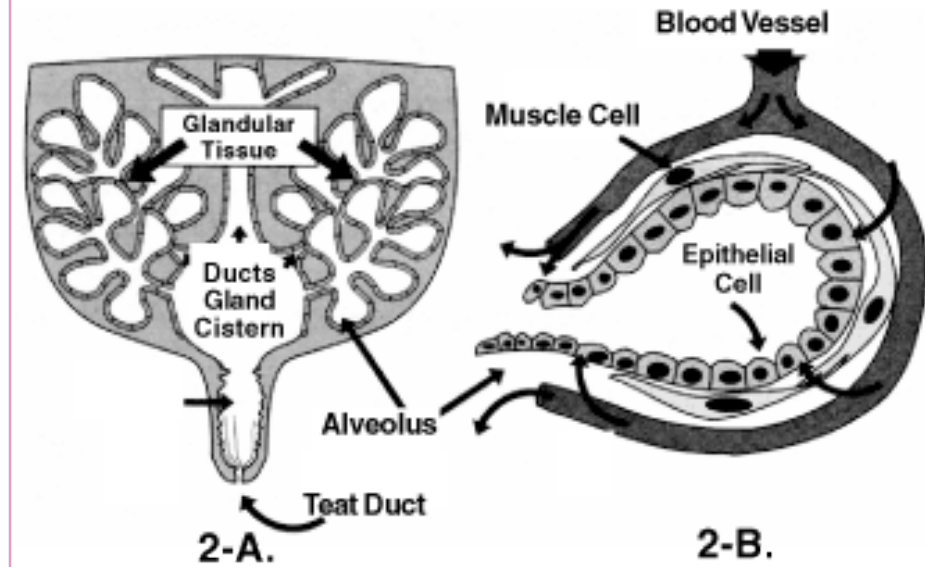
Quizzes

Videos

Lactocorder

Vadia

Milk graph results



# Meetings...a tentative outline

- u Introductions—give and get a history of the farm and its employees. Set goals at the first meeting.
- u Introduction to the cow
  - u Biology of milk let down in relation to their protocol
  - u Anatomy
- u Animal Handling—with hands on portion
- u Mastitis—its definition what causes it.
- u Breakdown the milk check
- u Mixing cows—animal behavior
  - u Feed and manure handling for large groups
- u Discuss the dairy industry
- u At each meeting, ask what is the current hot topic

# Follow through

- u After each meeting, send a summary and attendance sheet to the owner
- u Give individual feedback from data found
  - u Shift Data from Affi
  - u Vadia or Lactocorder graphs for each employee as a report card
- u Quizzes
- u Discussion of last month's meeting and changes/improvements made.

# Measuring outcomes over time.



- u Employee turnover
- u Parlor Efficiency
- u Employee engagement
- u Somatic Cell Counts
- u New Infection Rates
- u Injuries on farm
  - u Animals
  - u Humans

# Questions?



- u Special Thank You to Michigan State University and the USDA.
- u Remember at the end of the day, "In this life we cannot do great things. We can only do small things with great love." Mother Teresa.