



## DAIRY MID-MANAGEMENT TEAM Discussion Guide

After viewing the “event” on YouTube, our dairy animal care management team will analyze the “event” during a short management meeting. We may want to view the “event” several times.

### *Discussion Leader Questions*

1. Many animal abuse situations can be related to one or more of the following:

***Which apply in this situation?***

- |           |                        |       |
|-----------|------------------------|-------|
| <b>A.</b> | Manager Attitude       | _____ |
| <b>B.</b> | Employee Training      | _____ |
| <b>C.</b> | Changing the Facility  | _____ |
| <b>D.</b> | Hiring Additional Help | _____ |
| <b>E.</b> | Hiring Practices       | _____ |
| <b>F.</b> | Other _____            |       |

If **A (Manager Attitude)** was checked, how would a change in attitude occur?

Discuss:

<b><i>Attitude Problem:</i></b>	<b><i>Yes</i></b>	<b><i>No</i></b>
- Employees never hear manager support animal care, dignity of every animal	_____	_____
- Good employee behavior is never reinforced by manager	_____	_____
- Signage does not reinforce good animal care	_____	_____
- Manager seldom visits all phases of dairy	_____	_____
- No open house activities	_____	_____
- Mastitis treatment	_____	_____
- Other _____		

If **B (Employee Training)** was checked above, how would you prevent this from occurring on our dairy? Discuss:

<b><i>Training Problem:</i></b>	<b><i>Yes</i></b>	<b><i>No</i></b>
- No policy to guide training	_____	_____
- No policy to provide supervision	_____	_____
- Train more often, etc.	_____	_____
- Train for longer sessions	_____	_____
- Show and do correct methods rather than lecture	_____	_____
- Other _____		

If **C (Changes in Facility)** was marked yes, how would my team suggest changing our facility?

	<i>Yes</i>	<i>No</i>	<i>Cost</i>
- Flooring	_____	_____	_____
- Handling cows for milking	_____	_____	_____
- Improve milking facility	_____	_____	_____
- Milking parlor traffic pattern	_____	_____	_____
- Load-out facilities	_____	_____	_____
- Downer animal movement system	_____	_____	_____
- Euthanasia process	_____	_____	_____

If **D (Hire Additional Help)** was marked yes, how would my team suggest changing our operation?

	<i>Yes</i>	<i>No</i>
- Release certain employee(s)	_____	_____
- Reassign certain employee(s)	_____	_____
- Retrain certain employees	_____	_____
- Hire additional staff (See E. Hiring Practices)	_____	_____
- Organize animal care questions in interview	_____	_____
- Address second language issues	_____	_____

If **E (Hiring Practices)** was marked yes, see following suggestions to prevent hiring undercover employees.

- Google employee's name
- Check for social media connections
- Contact all references – research company phone #'s
- Conduct/review background of person
- Require signature stating all information provided is true
- Does job match skill level and payment?
- Don't hire if the background and research information does not line up!

If **F (Other)** was marked yes, what is the issue that needs to be addressed? \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

2. If one of my employees described an "event" like this on our dairy at a 4-H meeting, why would we care?
3. What is our animal herd care message (brand) to our community?
  - From each of us
  - From our fellow employees
  - From our spouses/friends
  - From press releases
  - From an open house
4. Follow up meeting assignments (time, date, who does what, etc.)
  - Update written Dairy Animal Care Annual Plan