



# **A** AGRIBUSINESS LEADERSHIP ACADEMY

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*DEVELOPING LEADERS, GROWING IOWA*



**AGRIBUSINESS ASSOCIATION  
OF IOWA FOUNDATION**

[agribiz.org/academy](http://agribiz.org/academy)



# Growing Leaders for Your Business

## Which members of your business are ready to lead your organization into the future?

*Asking questions about the future, and preparing for the future of your business, is always a wise strategy and use of resources. The most efficient way to build the future of your organization is to develop your current employees into leaders.*

## Forge Your Company's Future

### Identify Academy Candidates Within Your Organization

- Managers/employees with at least five years of experience
- Some supervisory responsibilities within your company
- Employees who take initiative and show humility
- Ability to listen as well as they speak

Candidates with these four core traits are the most ready to benefit your business once they have completed the Iowa Agribusiness Leadership Academy.



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*Integrity, honesty, focus, humility, passion, and the ability to inspire. These are the traits of great leaders. The future of your business depends on a ready supply of leadership within your organization. And the Iowa Agribusiness Leadership Academy provides you the opportunity make that future a reality.*

## Return on Your Investment

*Employers will gain a Leadership Academy graduate equipped with:*

- **Leadership** – an accurate definition of a true leader
- **Business Acumen** – ability to navigate business issues, ethics, key financial concepts and documents, and the impacts of marginal gains and losses
- **Communication Skills** – the importance of communicating well and appropriately with others in the organization, how to lead with listening, and a solid understanding of the current workforce
- **Advocate Training** – how the legislative process actually works, including the role of associations, and the importance of building relationships with government agencies, regulatory officials, and elected officials
- **Relationship Skills** – an expanded network of business resources and connections within the agribusiness industry



Troy Upah  
Ag Partners  
Chief Executive Officer

**“** *My employee gained a better understanding of how the industry and government works, and developed a new peer network. Plus, their mentor allowed them the opportunity to interact with someone who has been a key part of the ag industry. This has been a great opportunity for our business.* **”**

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Boone Morgan  
Gold-Eagle Cooperative  
Sales Manager

“ This program is a great way to learn more about our industry from the success stories of the speakers, guidance from the mentors, as well as from the group as a whole. Whether one’s goals are personal, professional, or to improve the industry as a whole, the Agribusiness Leadership Academy provides all of the right tools. ”

## Employer and Candidate Program Requirements

### Candidate Required Commitments

- A desire and commitment to learn, grow, and be challenged
- Attendance at all of the Leadership Academy growth workshops during the 18 month program
- Proper session preparation by completing all assigned reading and materials, utilizing mentor interactions, and participating in cohort discussions
- Signed support agreement by both the academy candidate and the employer

### Employer Required Commitments

- Leadership development investment in employee
- Travel expenses to and from Academy workshops

## Invest in Your Company’s Future

\$7,500 | Iowa Agribusiness Leadership Academy 18 Month Workshop Course

### Investment Includes:

- Interactions and insights from experienced leaders, professionals, and industry experts
- All Academy workshop materials
- Access to an assigned Industry Mentor
- All lodging, meals, and activities

## Agribusiness Leadership Academy

### 2021 Workshop Outline

#### Session 1 – Leadership and Personal Assessment | September 2021

- Defining Leadership
- Leveraging your personal strengths and style
- Emotional intelligence – skills for positive leadership and effective results
- Conflict Resolution
- How to build a team

#### Session 2 – Communicating and Communications | November 2021

- Social media and other electronic monsters
- Intergenerational differences and the changing demographics of business
- Understanding organizational culture
- Ag advocacy

#### Session 3 – Business Acumen | December 2021

- Understanding financial statements
- Managing business risks
- Stories from the trenches (real life from real leaders)
- What are ethics?

#### Session 4 – Advocacy, Legislators, and Regulators | January 2022

- The REAL legislative process (state and federal)
- Civics Refresher – Government entities and their roles
- Your Voice in government – Associations, Lobbyists, Commodity Groups, and Government Representatives

#### February 8-9, 2022 – Presentations and Connections (Agribusiness Showcase & Conference)

- Recognition of current participants
- Participant Presentations

#### June/July 2022 – Leadership in Action, Washington, D.C.

- Meeting with Iowa representatives and senators
- Understanding national associations and organizations
- Lobbying for agribusinesses

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*The Agribusiness Leadership Academy is an AAI Foundation program for the benefit of the agribusiness industry in Iowa.*

## **Graduates of the 2020-2021 Academy Class**

*Adam Jackson, TriOak Foods*

*Ben Blair, Maxwell Farms*

*Chris Petersen, Gold Eagle Coop*

*Boone Morgan, Gold Eagle Coop*

*Jason Huff, Ag Partners LLC*

*Nicholas Hageman, Two Rivers Cooperative*

*Steven Bell, Iowa State University*

*Jacob Aizikovitz, Koch Industries*

*Financial underwriting for the academy is provided by:*



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