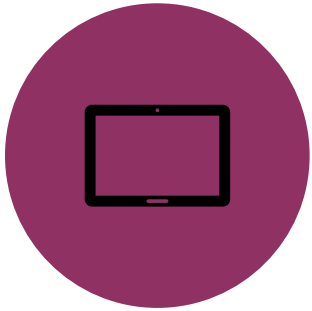




# LEVERAGING TECHNOLOGY

TOM SWEARINGEN  
DIRECTOR, TALENT  
MANAGEMENT  
GROWMARK, INC.

# GROWMARK SYSTEM TECH INVESTMENTS



IPADS FOR  
DIRECTORS



SAP



SUCCESS  
FACTORS



LMS

# DIRECTOR TRAINING

## BENEFITS TO FS BOARD MEMBERS

- Strengthen cooperative values through partnering with other FS Board Members
- Increase company performance
- Differentiation from competing cooperatives
- Respected business partner

### LEVEL ONE



#### DIRECTOR CERTIFICATION

##### COMPLETE:

- New Board Member Orientation
- Both level 1 and level 2 online modules
- Attend 1 GROWMARK Annual Meeting

*Duration: 1 year*

### LEVEL TWO



#### PROFESSIONAL DIRECTOR CERTIFICATION

**PREREQUISITE:**  
Director Certification

Program training consists of:

- Classroom experiences, leadership assessment tools and opportunities to visit and understand GROWMARK and subsidiary operations
- Focus on System Leadership Traits
- 2 onsite learning sessions presented by subject matter experts and GROWMARK staff

*Duration: 2 years*

### LEVEL THREE



#### MASTER DIRECTOR CERTIFICATION

**PREREQUISITE:**  
Professional Director Certification

Program Training consists of:

- Individually focused development plan and leadership assessment
- Third party programming
- GROWMARK leadership development courses
- Mentor program
  - Mentored by GROWMARK board member
  - Serve as a mentor to a young producer
- Graduation recognition at Annual Meeting

*Duration: 3 years*

Browse by Topics

Director Cooperative Business Structure

Language & Currency

### Results for "Director Cooperative Business Structure"

30 COURSES

Calendar View



Relevance

#### Refine By

##### Category

##### Source

##### Delivery Method

##### Topics



#### Director Cooperative Business Structure

(COURSE DIRCOOPBUS)

Director Cooperative Business Structure

Free

Start Course

↓ More



#### Director Business Acumen--Part 1

(COURSE DIRBUSAC01)

Director Business Acumen--Part 1

Free

Start Course

↓ More



#### Director Business Acumen--Part 10

(COURSE DIRBUSAC10)

Director Business Acumen--Part 10

Start Course

Support

# FULL TRANSPARENCY

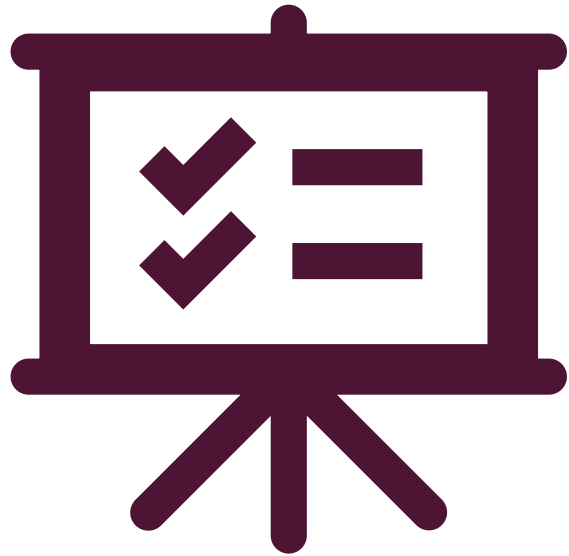
## BENEFITS

- Better data and analytics
- More timely information
- Expectation in today's world

## CAUTIONS

- Confidentiality with devices at home
- Cyber security issues
- Internet accessibility/speed

## TIPS FOR SUCCESS



- Make it the expectation
- Constant, consistent training is key!
- Monitor and iterate