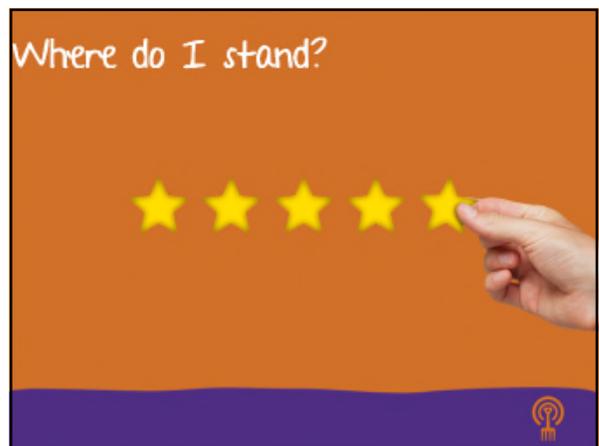




Chris Blanchard's PURPLE PITCHFORK





Chris Blanchard's PURPLE PITCHFORK



Do I have what I need?



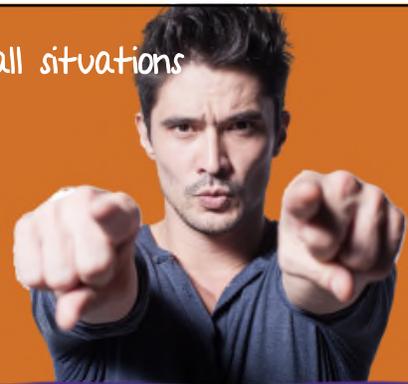
apply in all situations



apply in all situations



apply in all situations

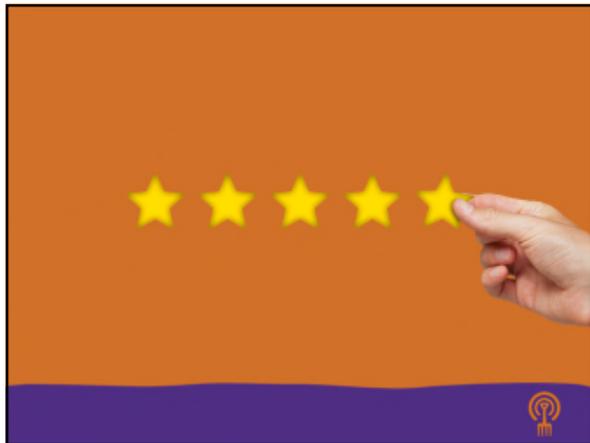


what's part of the job?





Chris Blanchard's PURPLE PITCHFORK



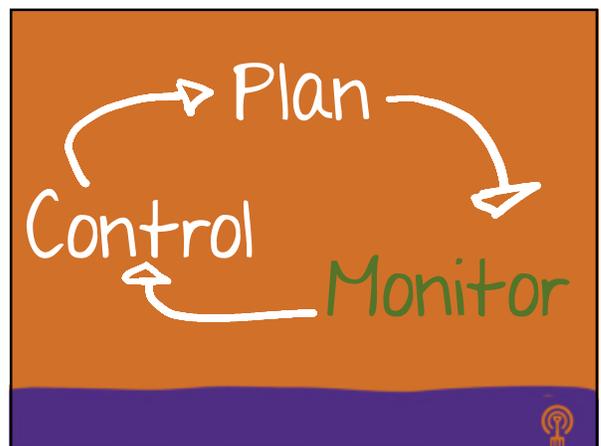
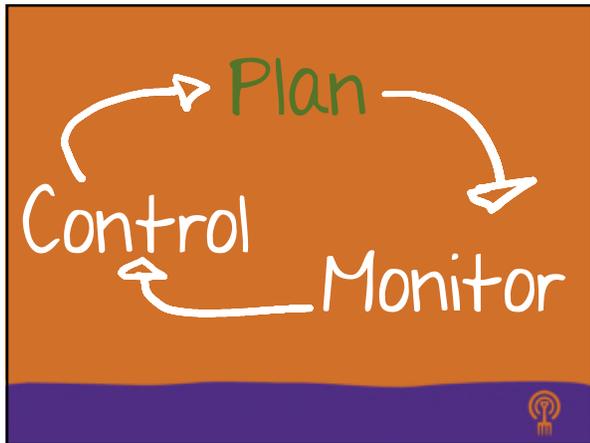


Chris Blanchard's PURPLE PITCHFORK





Chris Blanchard's PURPLE PITCHFORK

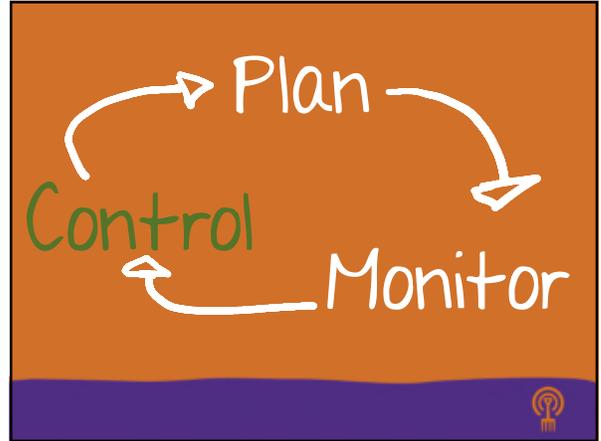




Chris Blanchard's PURPLE PITCHFORK



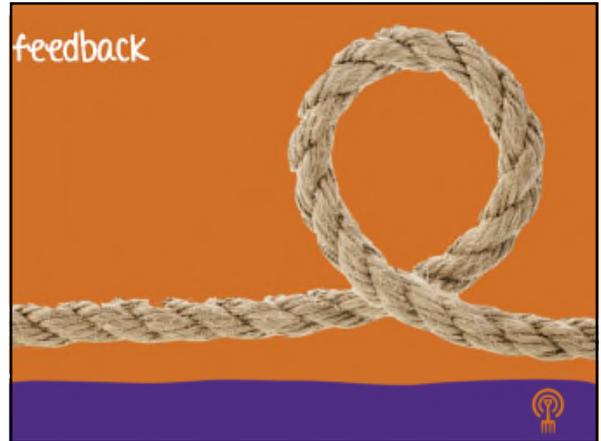
observation to the goal



time for people



feedback



praise

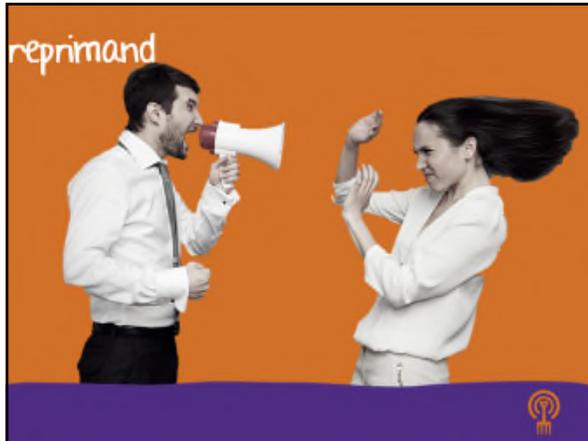


retrain





Chris Blanchard's PURPLE PITCHFORK





Chris Blanchard's PURPLE PITCHFORK



stress degrades decision-making



when things get busy...



when things get busy...



how to take a vacation



just do it!





Chris Blanchard's PURPLE PITCHFORK



first responses



first responses



setting limits and boundaries



actually creates more freedom



tasks expand to fill the time available



You





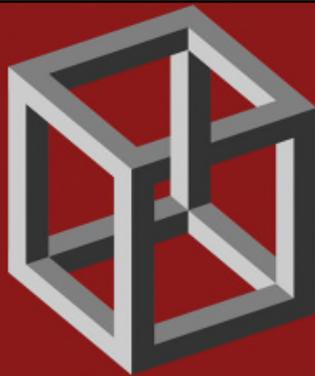
Chris Blanchard's PURPLE PITCHFORK



YOU'RE THE BOSS



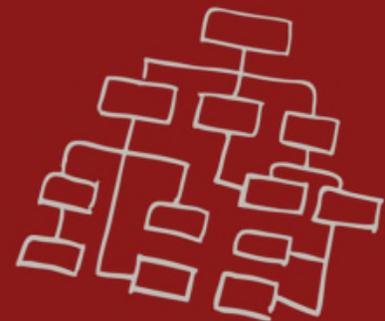
different than being a worker



don't get things done

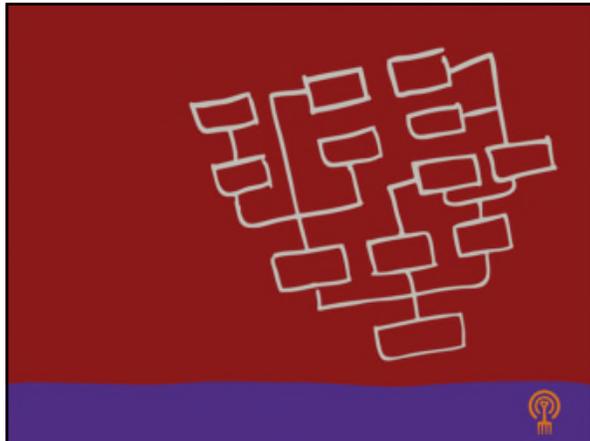


make it possible for others to get things done

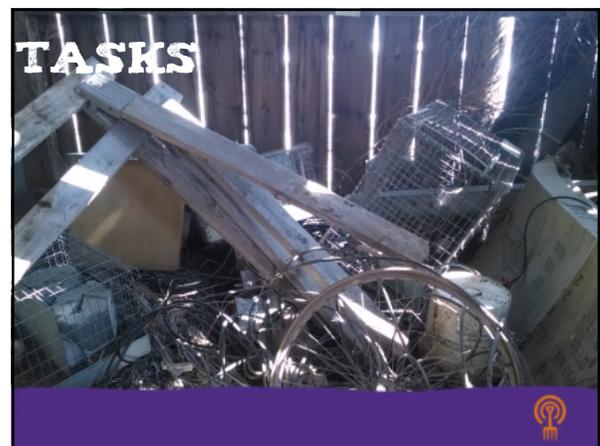
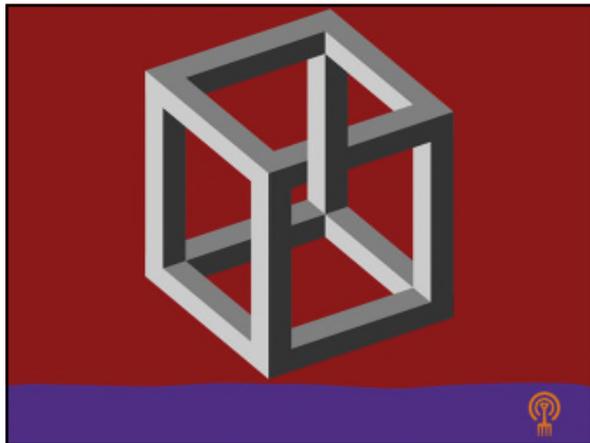




Chris Blanchard's PURPLE PITCHFORK

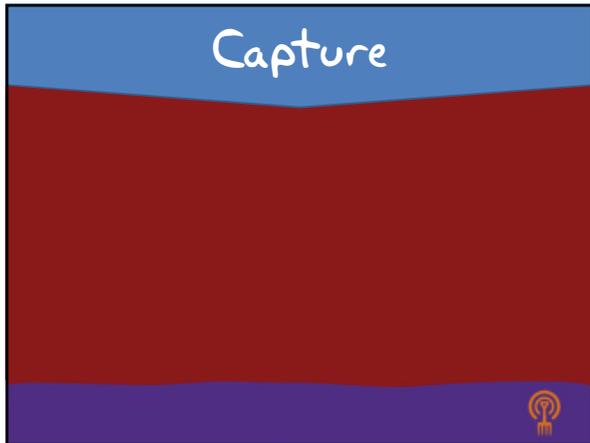


**PAYING
ATTENTION TO
WHAT HAS
YOUR
ATTENTION**



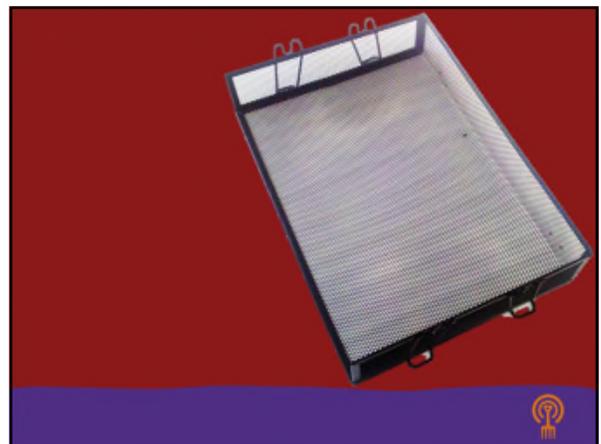
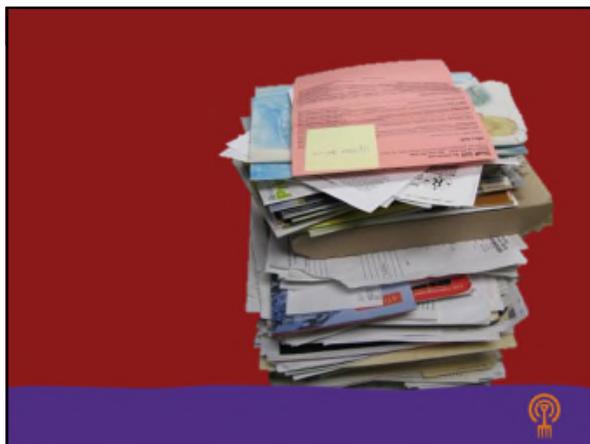
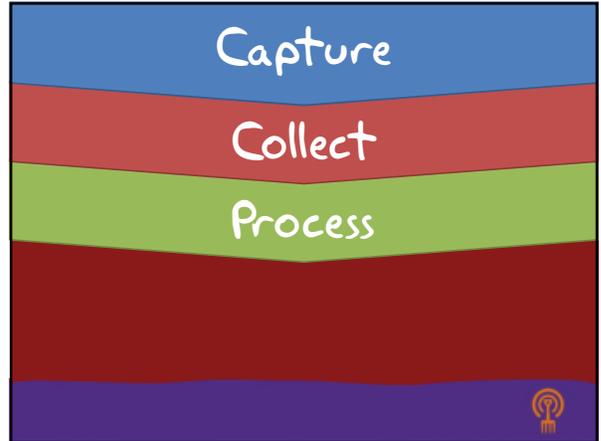
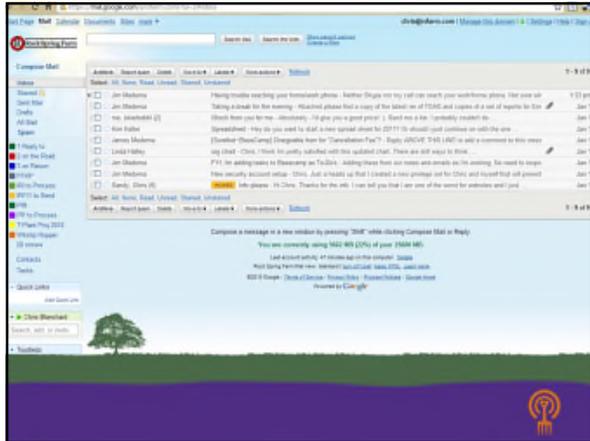
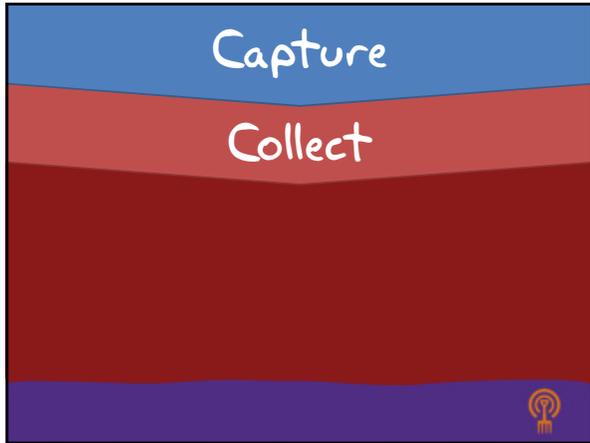


Chris Blanchard's PURPLE PITCHFORK



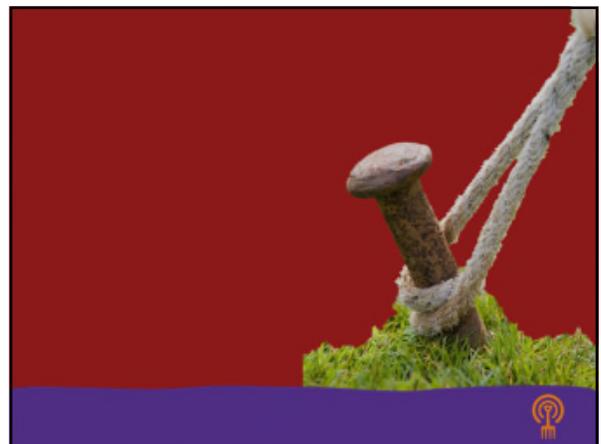
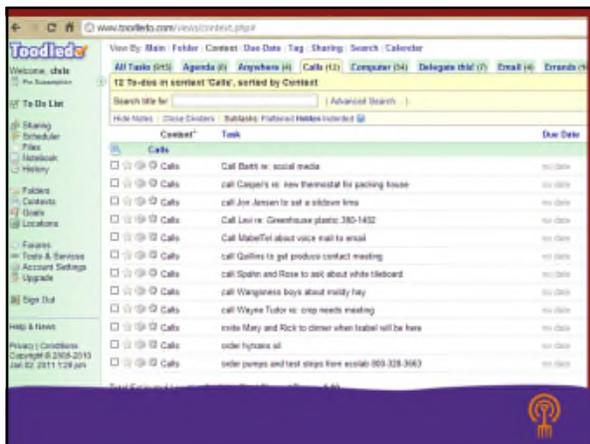
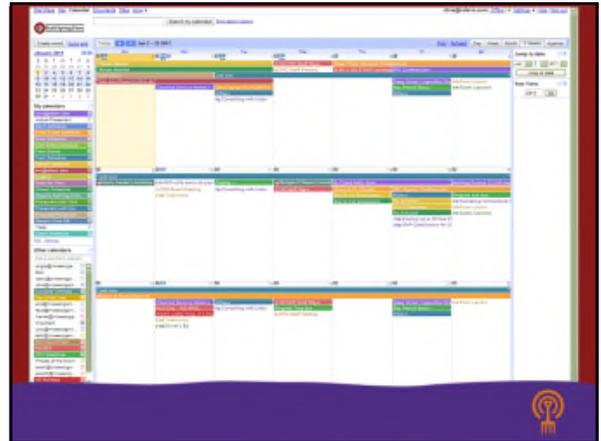
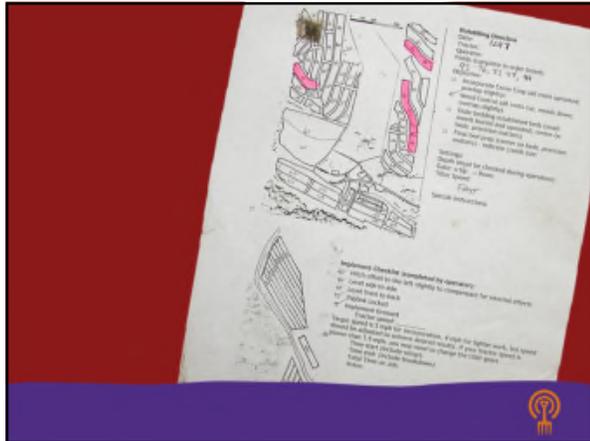


Chris Blanchard's PURPLE PITCHFORK



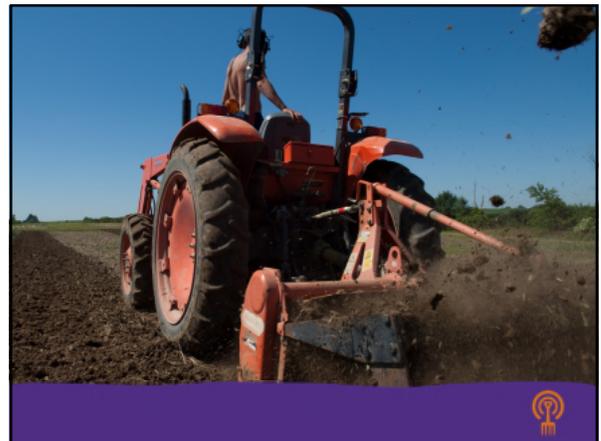
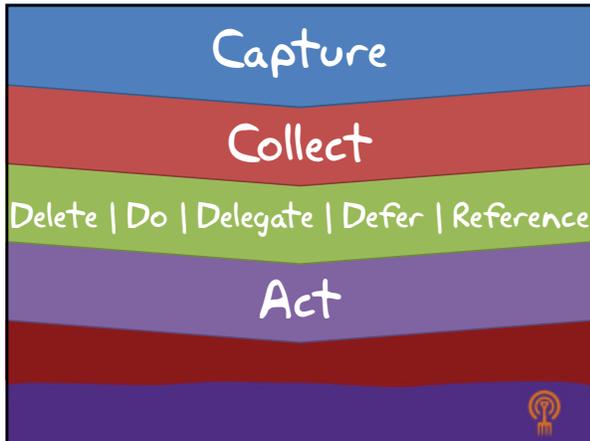


Chris Blanchard's PURPLE PITCHFORK



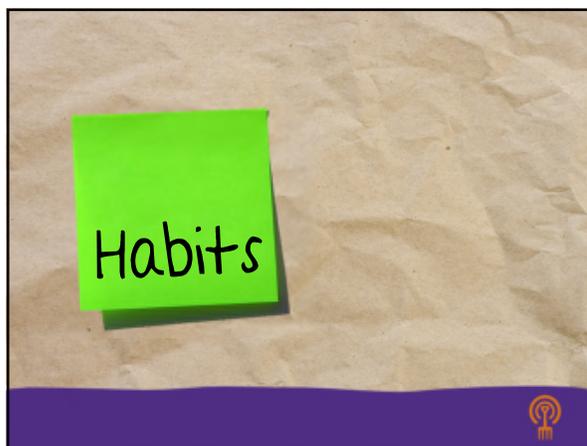
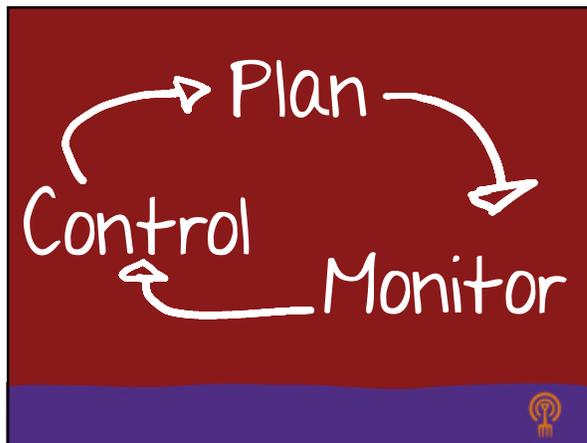


Chris Blanchard's PURPLE PITCHFORK



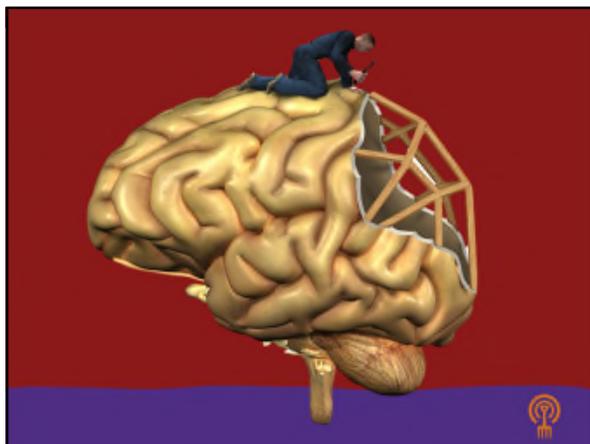
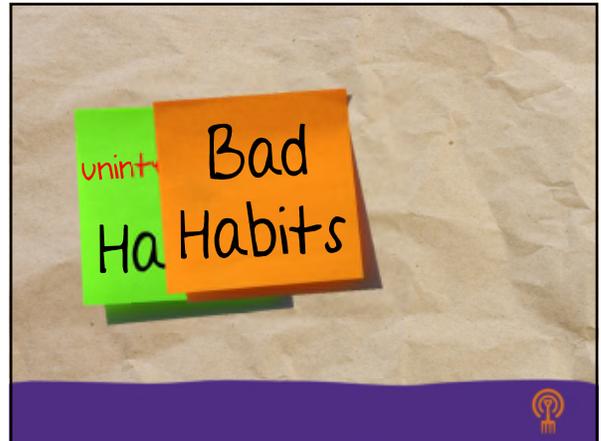


Chris Blanchard's PURPLE PITCHFORK



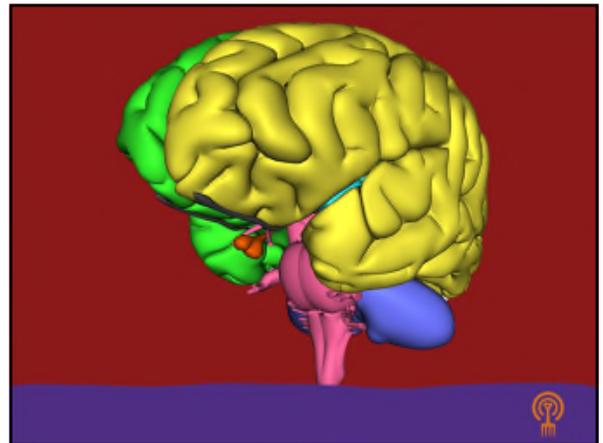


Chris Blanchard's PURPLE PITCHFORK





Chris Blanchard's PURPLE PITCHFORK





Chris Blanchard's
PURPLE PITCHFORK





Chris Blanchard's PURPLE PITCHFORK





Chris Blanchard's
PURPLE PITCHFORK



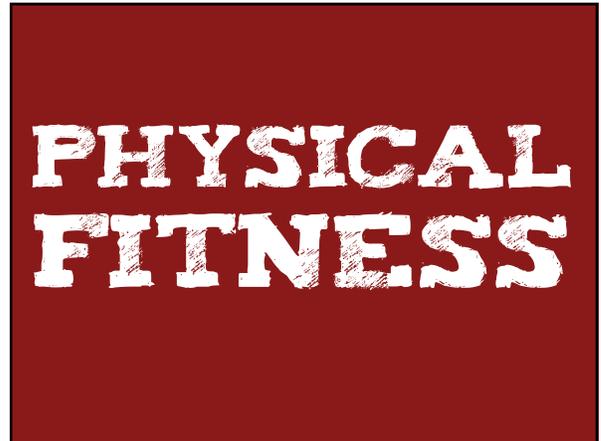


Chris Blanchard's PURPLE PITCHFORK





Chris Blanchard's PURPLE PITCHFORK





Chris Blanchard's PURPLE PITCHFORK





Chris Blanchard's
PURPLE PITCHFORK



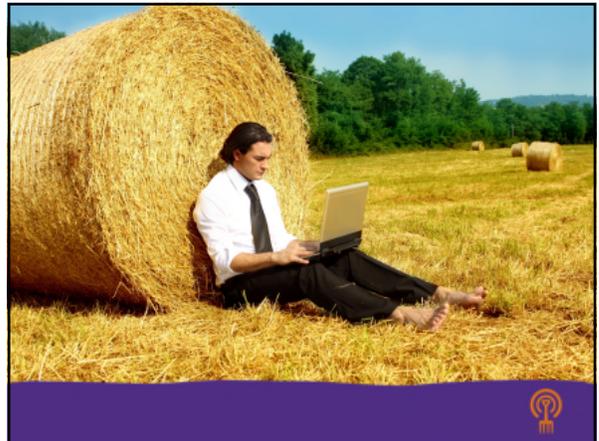


Chris Blanchard's PURPLE PITCHFORK





Chris Blanchard's PURPLE PITCHFORK





Chris Blanchard's PURPLE PITCHFORK





Chris Blanchard's PURPLE PITCHFORK



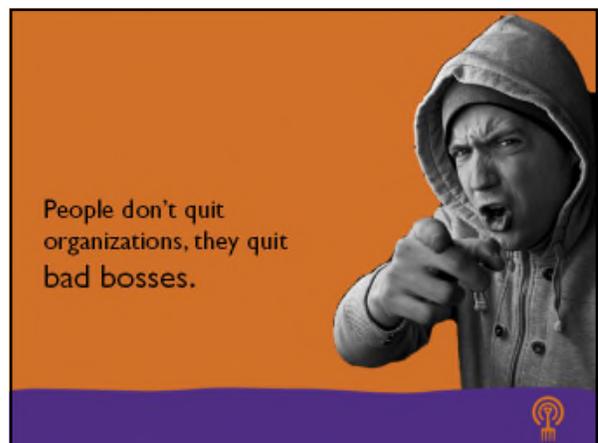
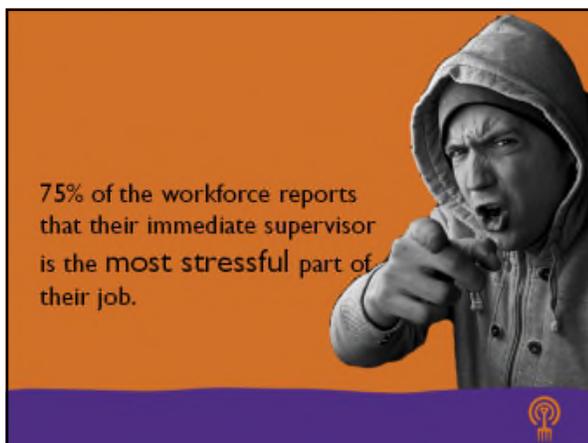
Employees



Modern Farming ISN'T



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PURPLE PITCHFORK





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PURPLE PITCHFORK





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How to Get the Most out of an Employee:

Hire a winner.
Train a potential winner.



How to Get the Most out of an Employee:

Hire a winner.
Train a potential winner.
Prayer.



How to Get the Most out of an Employee:

Hire a winner.
Train a potential winner.
Prayer.



The vegetal art



15 minutes



EXPECTATIONS





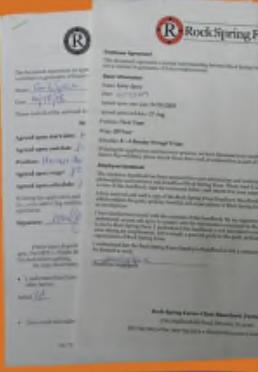
Chris Blanchard's PURPLE PITCHFORK



Performance =

$$f \left[\frac{\text{Outcomes}}{\text{Expectations}} \right]$$


Employee
Manuals
and
Agreements




Orientation

Orientation Checklist

The Orientation and Initial Training process seeks to provide new and returning employees with a baseline understanding of Farm's operations, physical structure, fundamental principles, and employment policies.

Employee Name _____

Please check off each item for the employee as it is completed:

Initial Training Orientation and Training

Date: _____

Trainer: _____

Interpreter (if present): _____

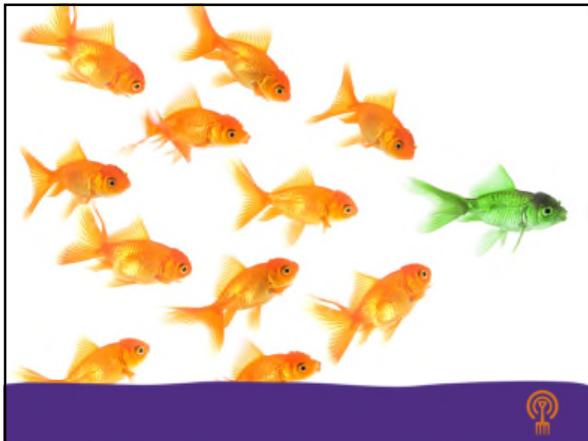
- Employment Package (the forms, i.e. policy handbook) given to employee
- Review of Employee Handbook completed
- Facility Tour completed
- Food Safety Orientation completed
- WPS Worker Training completed

Paperwork to be Returned

- Employment agreement returned
- Federal ID returned
- I-9 returned
- Contract info returned

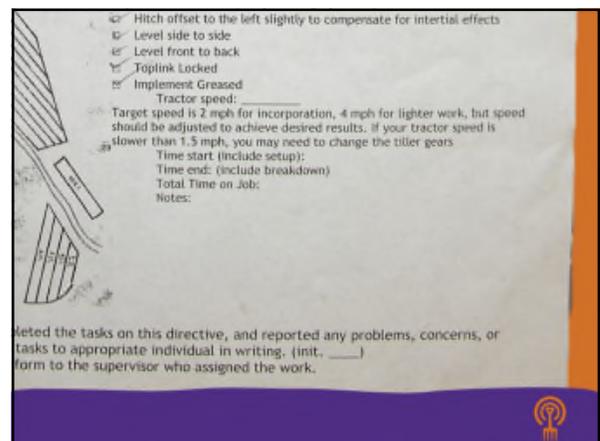
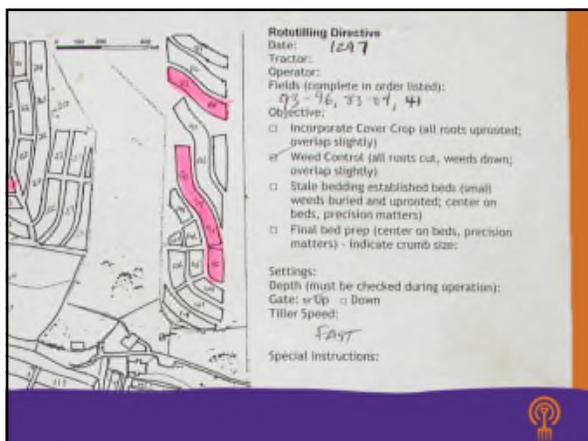
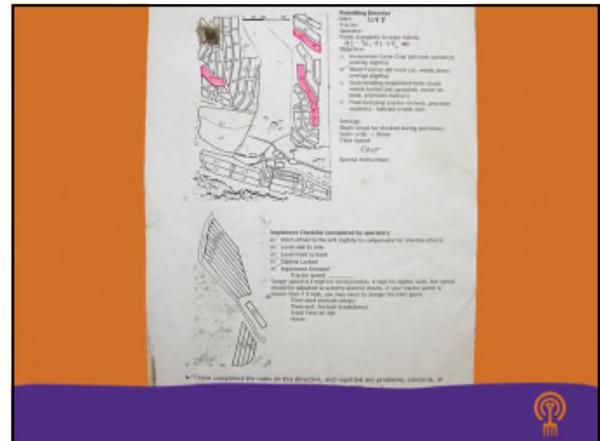
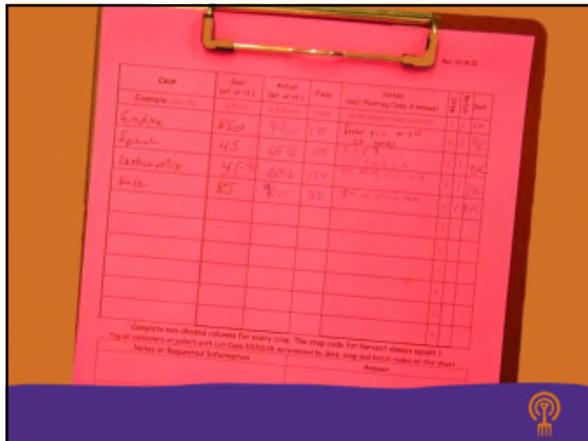
Employee Reviews

- The employee's 30 day review has been completed.
- The employee's ongoing review has been completed.



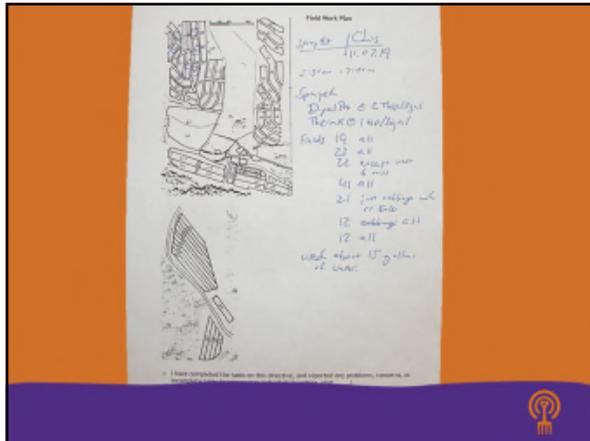


Chris Blanchard's PURPLE PITCHFORK

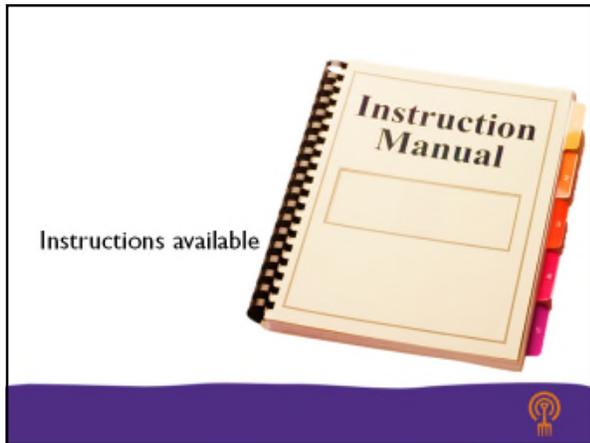




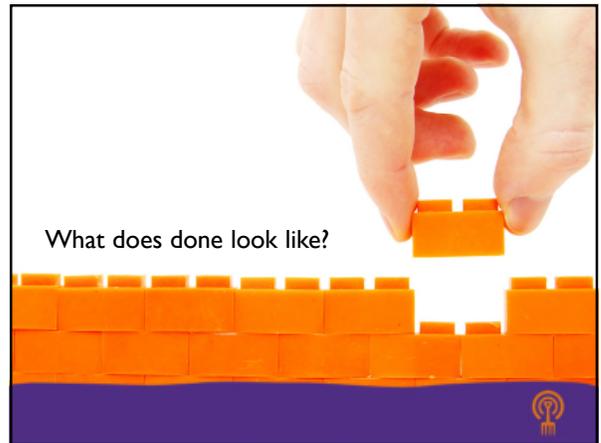
Chris Blanchard's PURPLE PITCHFORK



Blurry edges make crappy work



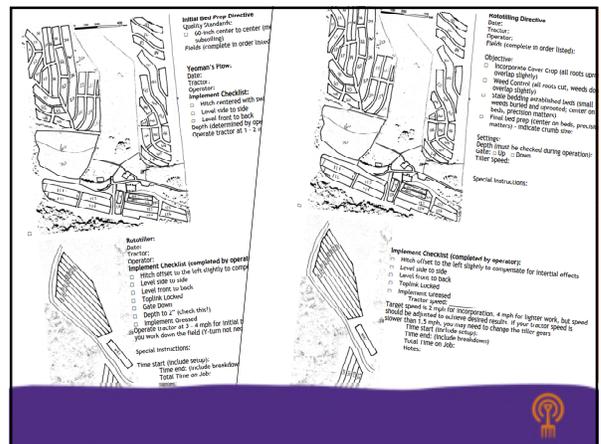
Instructions available



What does done look like?



Keep things simple





Chris Blanchard's PURPLE PITCHFORK



CLEAR, PRECISE PARAMETERS

Final Mowing Directive
Title:
Operator:
Fields complete in order listed:
Indicate Objective:
- Incorporation of crop residue or cover crop (90% of material chopped to smaller than 2 inches)
- Weed seed control (all weeds chopped)
- Backhoe cover crop maturity (90% of crop chopped)
- Fertilizer control (now close to fertilizer)
- Maintenance and beauty
Offset:
- Closer to centered
- Cover tire tracks
- Fully left
Special Instructions:
Implement Checklist completed by operator:
- Which centered behind the tractor
- Fertilizer applied to not center slightly behind the lower hitch post
- Floating in middle of hole
- Fertilizer level
- Cutting height adjusted
- All bolts tightened
- Implement ground
- Implement Settings
Height of cut:
- Indicate hole size for roller (A to highest):
- Tire wear
- Time start (include breaks)
- Time end (include breakdowns)
- Total Time on job
Notes:

WHAT DOES SUCCESS LOOK LIKE?

Final Mowing Directive
Title:
Operator:
Fields complete in order listed:
Indicate Objective:
- Incorporation of crop residue or cover crop (90% of material chopped to smaller than 2 inches)
- Weed seed control (all weeds chopped)
- Backhoe cover crop maturity (90% of crop chopped)
- Fertilizer control (now close to fertilizer)
- Maintenance and beauty
Offset:
- Closer to centered
- Cover tire tracks
- Fully left
Special Instructions:
Implement Checklist completed by operator:
- Which centered behind the tractor
- Fertilizer applied to not center slightly behind the lower hitch post
- Floating in middle of hole
- Fertilizer level
- Cutting height adjusted
- All bolts tightened
- Implement ground
- Implement Settings
Height of cut:
- Indicate hole size for roller (A to highest):
- Tire wear
- Time start (include breaks)
- Time end (include breakdowns)
- Total Time on job
Notes:

SETTINGS (RECOMMENDED OR REQUIRED?)

Final Mowing Directive
Title:
Operator:
Fields complete in order listed:
Indicate Objective:
- Incorporation of crop residue or cover crop (90% of material chopped to smaller than 2 inches)
- Weed seed control (all weeds chopped)
- Backhoe cover crop maturity (90% of crop chopped)
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- Floating in middle of hole
- Fertilizer level
- Cutting height adjusted
- All bolts tightened
- Implement ground
- Implement Settings
Height of cut:
- Indicate hole size for roller (A to highest):
- Tire wear
- Time start (include breaks)
- Time end (include breakdowns)
- Total Time on job
Notes:

CHECKLISTS AVOID MISTAKES

Final Mowing Directive
Title:
Operator:
Fields complete in order listed:
Indicate Objective:
- Incorporation of crop residue or cover crop (90% of material chopped to smaller than 2 inches)
- Weed seed control (all weeds chopped)
- Backhoe cover crop maturity (90% of crop chopped)
- Fertilizer control (now close to fertilizer)
- Maintenance and beauty
Offset:
- Closer to centered
- Cover tire tracks
- Fully left
Special Instructions:
Implement Checklist completed by operator:
- Which centered behind the tractor
- Fertilizer applied to not center slightly behind the lower hitch post
- Floating in middle of hole
- Fertilizer level
- Cutting height adjusted
- All bolts tightened
- Implement ground
- Implement Settings
Height of cut:
- Indicate hole size for roller (A to highest):
- Tire wear
- Time start (include breaks)
- Time end (include breakdowns)
- Total Time on job
Notes:

DATA COLLECTION

Final Mowing Directive
Title:
Operator:
Fields complete in order listed:
Indicate Objective:
- Incorporation of crop residue or cover crop (90% of material chopped to smaller than 2 inches)
- Weed seed control (all weeds chopped)
- Backhoe cover crop maturity (90% of crop chopped)
- Fertilizer control (now close to fertilizer)
- Maintenance and beauty
Offset:
- Closer to centered
- Cover tire tracks
- Fully left
Special Instructions:
Implement Checklist completed by operator:
- Which centered behind the tractor
- Fertilizer applied to not center slightly behind the lower hitch post
- Floating in middle of hole
- Fertilizer level
- Cutting height adjusted
- All bolts tightened
- Implement ground
- Implement Settings
Height of cut:
- Indicate hole size for roller (A to highest):
- Tire wear
- Time start (include breaks)
- Time end (include breakdowns)
- Total Time on job
Notes:

ACCOUNTABILITY

Final Mowing Directive
Title:
Operator:
Fields complete in order listed:
Indicate Objective:
- Incorporation of crop residue or cover crop (90% of material chopped to smaller than 2 inches)
- Weed seed control (all weeds chopped)
- Backhoe cover crop maturity (90% of crop chopped)
- Fertilizer control (now close to fertilizer)
- Maintenance and beauty
Offset:
- Closer to centered
- Cover tire tracks
- Fully left
Special Instructions:
Implement Checklist completed by operator:
- Which centered behind the tractor
- Fertilizer applied to not center slightly behind the lower hitch post
- Floating in middle of hole
- Fertilizer level
- Cutting height adjusted
- All bolts tightened
- Implement ground
- Implement Settings
Height of cut:
- Indicate hole size for roller (A to highest):
- Tire wear
- Time start (include breaks)
- Time end (include breakdowns)
- Total Time on job
Notes:
I have completed the tasks on this directive, and reported any problems, concerns, or accountability tasks to appropriate individuals in writing, on: _____
Return this form to the supervisor who assigned the work.



Chris Blanchard's PURPLE PITCHFORK



ACCOUNTABILITY

Operator	Field	Actual	Fuel	Notes	Time	Cost
Spencer	45	0516	105	Field prep in field	1:15	1.75
Lemmon	45	0516	105	Field prep in field	1:15	1.75
Wale	85	9:00	92	Field prep in field	2:15	3.50

WHAT TO DO NEXT

- Hitch centered
- Hitch adjusted to put center pin(s) behind the lower hitch pins
- Toplink adjusted to put center pin(s) behind the lower hitch pins
- Toplink floating in middle of hole
- Toplink locked
- Cutting height adjusted
- All bolts tightened
- Implement greased
- Implement Settings
- Indicate bolt hole for roller (A is highest)
- Tractor speed
- Time start (include setup)
- Time end (include breakdown)
- Total Time on Job

I have completed the tasks on this directive and reported any problems, concerns, or incomplete tasks to appropriate individual in writing. (Date: _____)

Return this form to the supervisor who assigned the work.

EXPECTATIONS: CHECKLISTS



Implement Checklist (completed by operator):

- Hitch centered behind the tractor
- Toplink adjusted to put center slightly behind the lower hitch pins; floating in middle of hole
- Toplink locked
- Cutting height adjusted
- All bolts tightened
- Implement greased
- Implement Settings
- Indicate bolt hole for roller (A is highest)
- Tractor speed
- Time start (include setup): _____
- Time end (include breakdown): _____
- Total Time on Job: _____
- Notes: _____

Daily - am

- Check water needs in Toad Hall
- Check that relay on Moby and Charybdis
- Check Temperature on spinach is on
- Check Thermostat in Toad Hall
 - o Should the heater be running?

Throughout the day

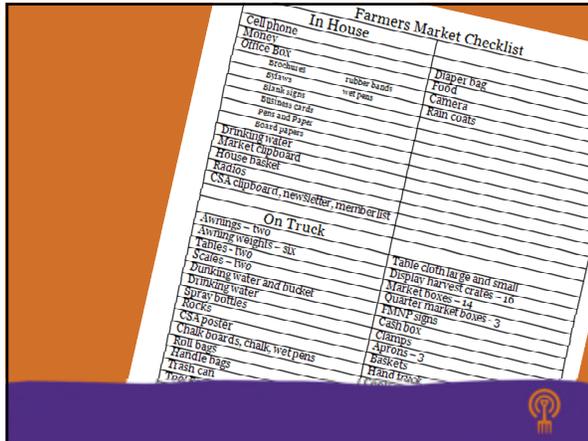
- Check Email
- Check voice messages

Daily - pm

- Finish any cleanup from the day's activities
- Take picture of the white board, change day and date code to tomorrow's
- Enter planned activities for the next day
- Discoverer _____



Chris Blanchard's PURPLE PITCHFORK



Rototiller:
Date:
Tractor:
Operator:
Implement Checklist (completed by operator):

- Hitch offset to the left slightly to compensate for inertial effects
- Level side to side
- Level front to back
- Toplink Locked
- Gate Down
- Depth to 2" (check this!)
- Implement Greased

PRECISE

Operate tractor at 3 - 4 mph for initial bed prep. It's okay to skip beds you work down the field (Y-turn not necessary)

Special Instructions:

Rototiller:
Date:
Tractor:
Operator:
Implement Checklist (completed by operator):

- Hitch offset to the left slightly to compensate for inertial effects
- Level side to side
- Level front to back
- Toplink Locked
- Gate Down
- Depth to 2" (check this!)
- Implement Greased

**EASY TO USE
IN DIFFICULT
SITUATIONS**

Operate tractor at 3 - 4 mph for initial bed prep. It's okay to skip beds you work down the field (Y-turn not necessary)

Special Instructions:

Rototiller:
Date:
Tractor:
Operator:
Implement Checklist (completed by operator):

- Hitch offset to the left slightly to compensate for inertial effects
- Level side to side
- Level front to back
- Toplink Locked
- Gate Down
- Depth to 2" (check this!)
- Implement Greased

**DON'T SPELL
OUT
EVERYTHING**

Operate tractor at 3 - 4 mph for initial bed prep. It's okay to skip beds you work down the field (Y-turn not necessary)

Special Instructions:

Rototiller:
Date:
Tractor:
Operator:
Implement Checklist (completed by operator):

- Hitch offset to the left slightly to compensate for inertial effects
- Level side to side
- Level front to back
- Toplink Locked
- Gate Down
- Depth to 2" (check this!)
- Implement Greased

PRACTICAL

Operate tractor at 3 - 4 mph for initial bed prep. It's okay to skip beds you work down the field (Y-turn not necessary)

Special Instructions:





Chris Blanchard's
PURPLE PITCHFORK



7
One Minute Manager
 Kenneth Blanchard
 and Spencer Johnson,
 2003



Tell people the rules -
 up front




Catch people doing something
 right




Tell them what they did
 right




Tell them
 how good you feel

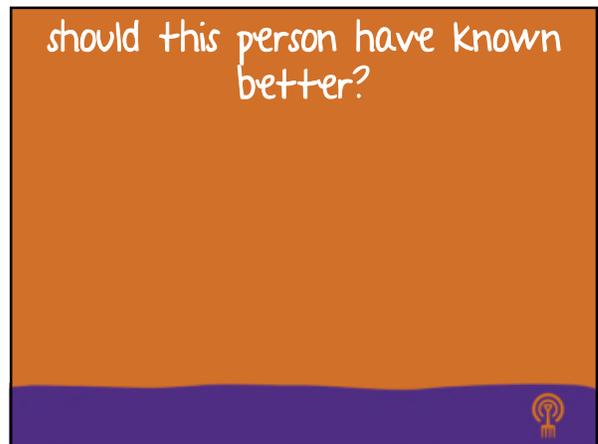
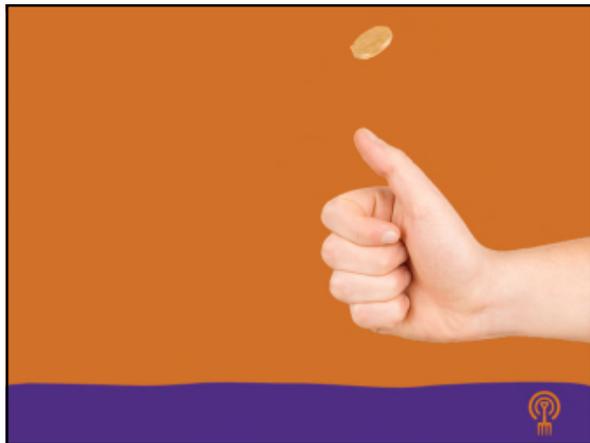
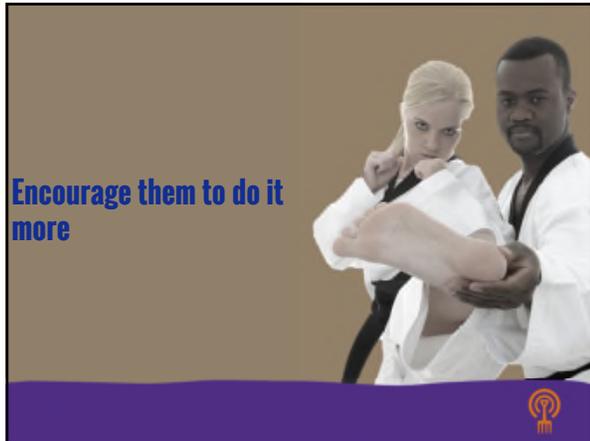



Let them feel it






Chris Blanchard's PURPLE PITCHFORK





Chris Blanchard's PURPLE PITCHFORK



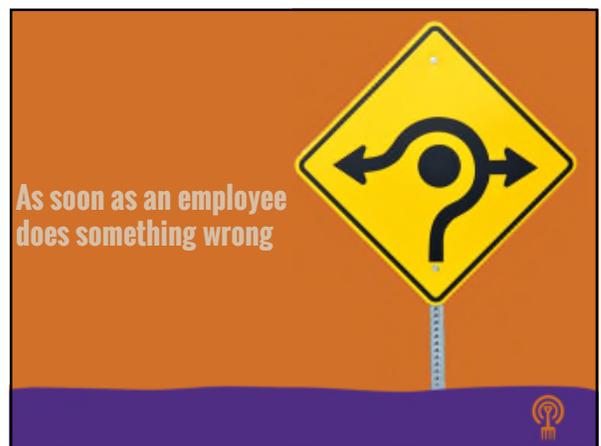
did this person make the mistake deliberately?

did this person regress?



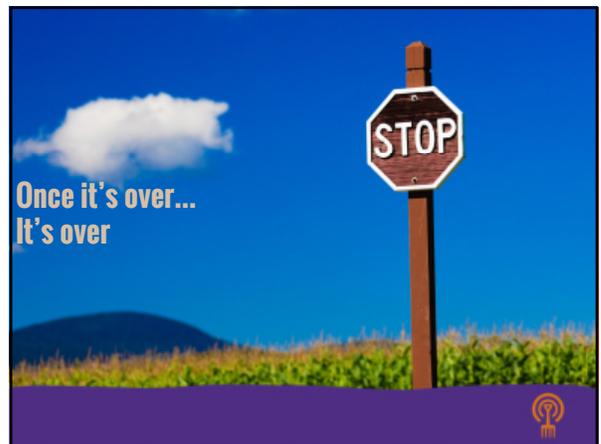
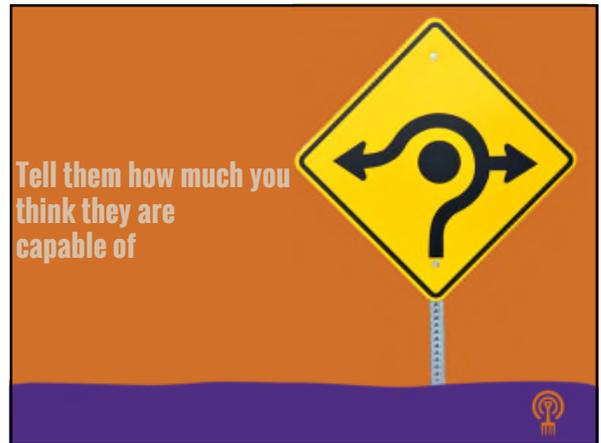
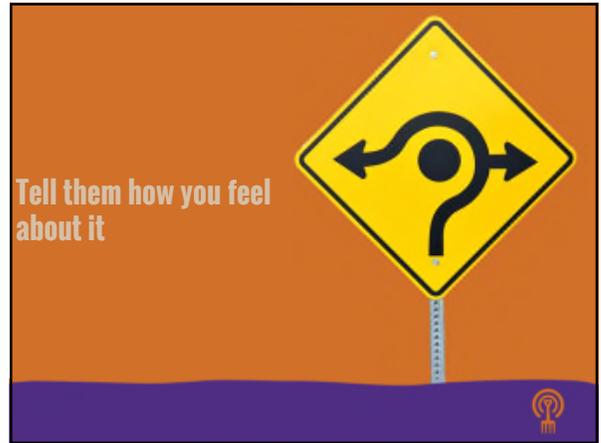
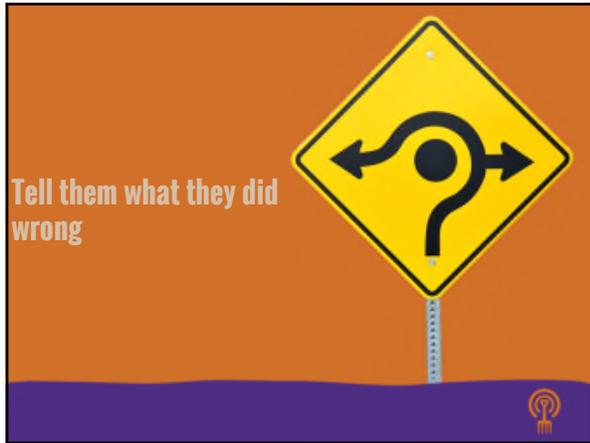


Chris Blanchard's PURPLE PITCHFORK





Chris Blanchard's PURPLE PITCHFORK





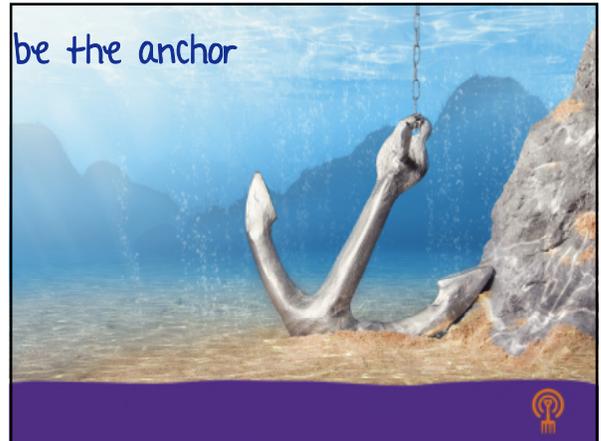
Chris Blanchard's PURPLE PITCHFORK



CREW LEADERSHIP TEMPLATE



be the anchor



less talk, more do



fifteen minutes



thirty minutes



monitor and correct course





Chris Blanchard's PURPLE PITCHFORK



if you're not willing to do that, you need a different role.



anticipate transitions



what's different about being a worker vs being a manager?



Your peers are no longer your peers



it's about "our" not "your"



don't do your team's work for them!





Chris Blanchard's PURPLE PITCHFORK





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PURPLE PITCHFORK

