

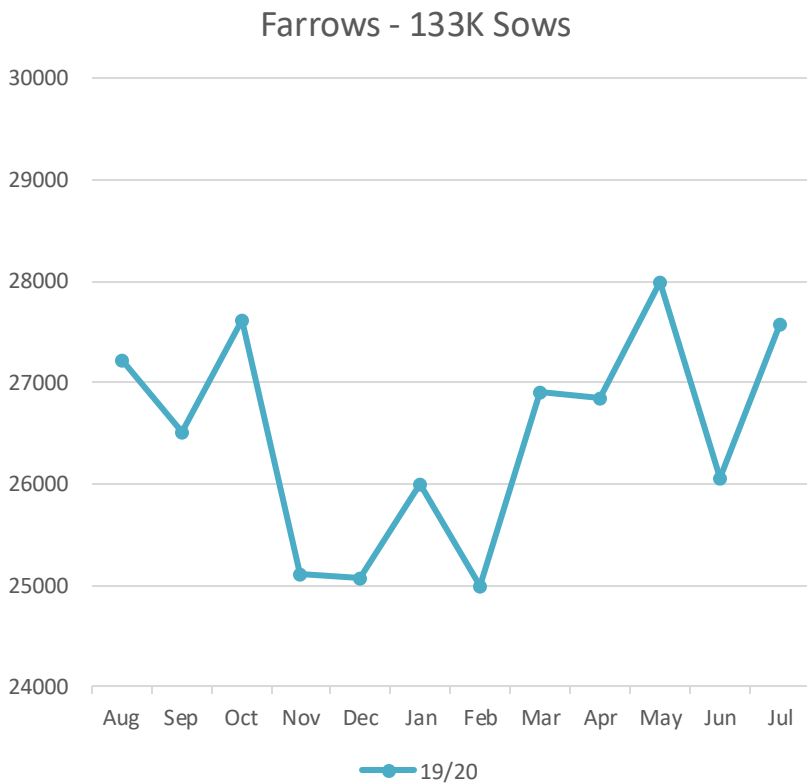
Overcoming Challenges with GRIT and Determination

Setting the Stage

- Started with PSM in April 2019 – week 14
- Started with a focus on breeding targets
- Rolled out a “SUMMER BREEDING” plan – June
 - “Summer” Definition – BW 27-38
 - Execution was poor
 - Why?
 - We were NOT ready
 - Preparation heading into summer did not happen
 - Ensuring full groups and plan
 - Seasonal Preparation – ventilation, cool cells, set points
 - Great “Breeding” plan, but progress stopped at plan

Farrows – Year One

First Summer Results

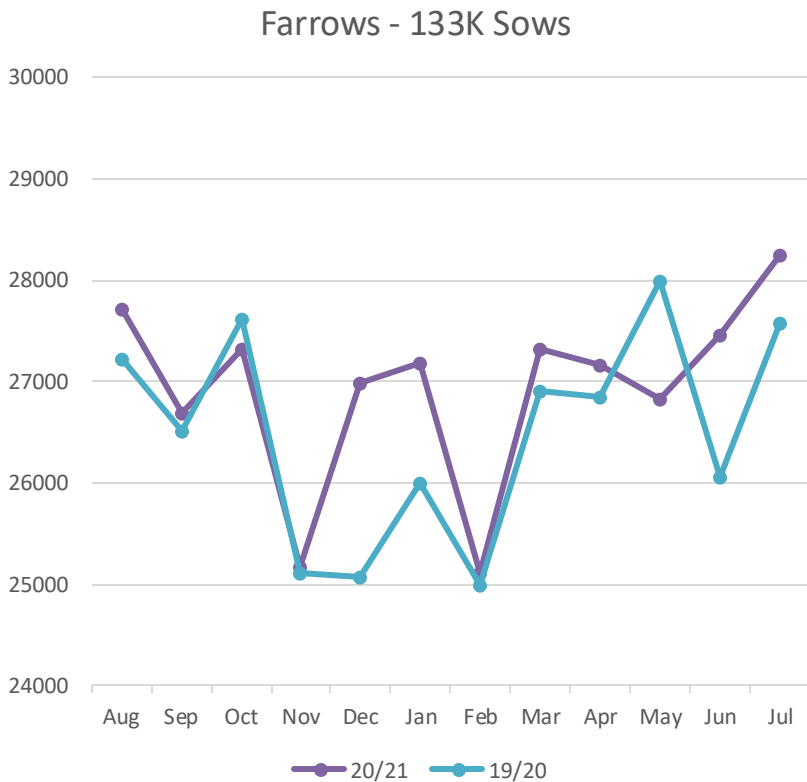


Guess What?

- Results were not good
- “Breeding Plan” was rolled out
- Lost 8,000 litters to summer breeding (27-38)
- Farrowing Timeframe (43-2)
 - Lag in Feb as well
- Plugged up farms with inventory
 - High NPDs (gilts & Opps)

Farrows – Year Two

Second Summer Results



Guess What?

- Better
- Why?
 - Same plan, but better prepared
- Lost 4,000 litters to summer breeding (27-38)
- Farrowing Timeframe (43-2)
- Plugged up farms with inventory
 - High NPDs (Gilts)

Took a Step Back







- Great Breeding Plan
- Some improvement in results
3,000 litters

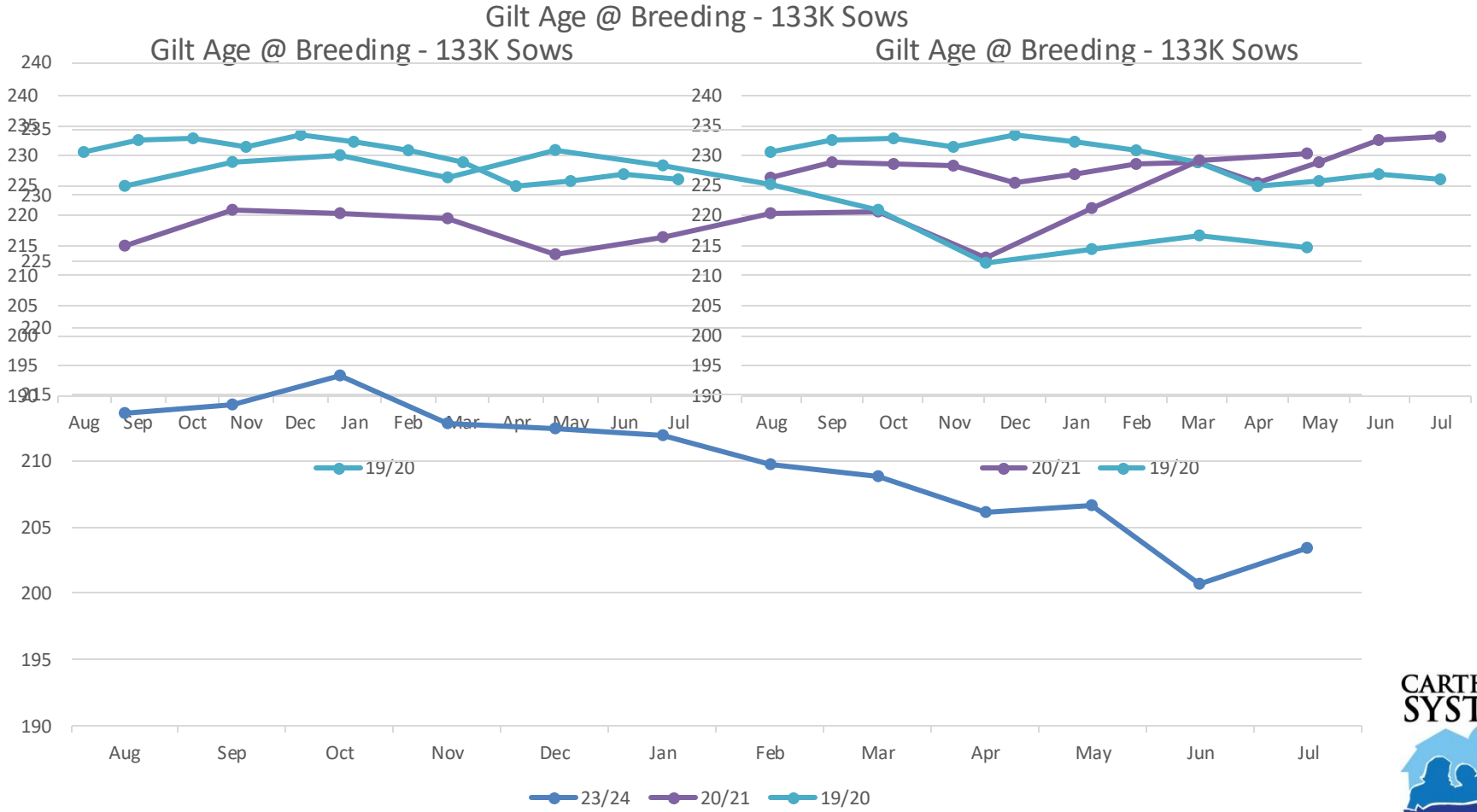
Strategic Planning?

- Identified Constraints
 - Focused on Breeding Ahead of Summer
 - KING BREEDER (10-19)
 - Gilt Breeding Age
 - Plugging up Space on farm to flex with Summer
 - Summer Preparation – Farm Sow Flow, Wean Age, Dream Breeding

Steven Covey's 4 Quadrants

	Urgent	Not Urgent
Important	 <p>gettyimages Credit: JOSH EDELSON</p> <p>1228385635</p>	 <p>gettyimages Credit: Science & Society Picture Library</p> <p>90730418</p>
Not Important	 <p>gettyimages Credit: Education Images</p> <p>1228385635</p>	 <p>gettyimages Credit: Buda Mendes</p> <p>1485514532</p>

Gilt Age - Constraint

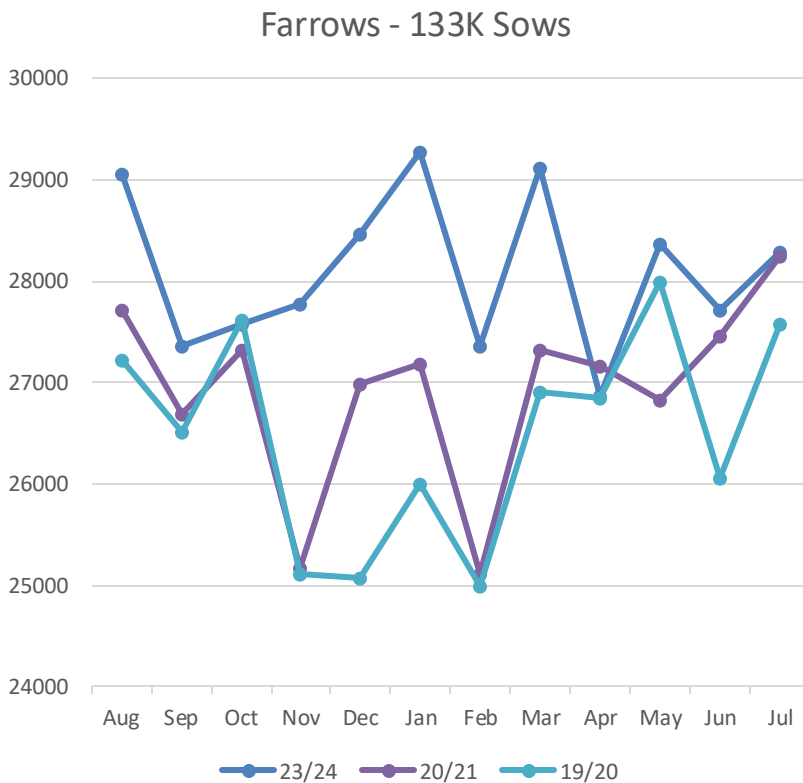


Dream Breeding Goal

- Farrow Full Groups
 - Wean Sows 75%-80% of coming breeding target
- Normal Gilt Flow
 - Gilts 15%-20% of coming breeding target
- Achieve Parity Structure
 - Summer 27-38 (12 Weeks)
 - No focus on parity improvement during summer breeding
 - Rest of the year 40 weeks
 - 2 turns to work on parity structure
- Rinse and Repeat Breeding Target
 - Consistency in Breeds, CR, FR, Farrowes
- If you are not hitting current breeding target with full groups and a consistent gilt supply = over culling
 - Nothing more frustrating

Farrows – Recent Results

Fifth Summer Results



Guess What?

- Eliminated Constraints
- Same Breeding Plan
 - 30 Day reduction in gilt age at breeding – 250 less gilts on farm
 - Added space – needed
 - Reduced work – needed
- Added 12,000 litters to 19/20
- 3 PSY Improvement

In Closing

- Create a Strategy
- Identify Key Points to Success and Constraints
 - Targets and Timelines
 - Ex. Gilt Breeding Age
- Track – Learn – Implement
- Get Team Involved – King Breeder
- Long Term Strategy – Dream Breeding
- Keep Traction as success is lost quickly