

Haney Farms Quarterly



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Remember that it Always Could Be Worse

There are certain times in every- body's life when you say, "Why is this happening to me?" Everyone has streaks when you seem to find nothing but bad news. Most of the time what we perceive to be bad news really is minor in the grand scheme of life but at the time when taking a short term view the results usually seem catastrophic. Good examples of this are our favorite hockey team losing in game seven of the Stanley Cup Finals (yes, I am still bitter) or the fact we can't get that tee time we wanted.

Recently at our farm site there was an abnormal amount of rain fall in a 24 hour period. Conse- quently, the culverts became overloaded and resulted in a severe flood throughout the yard. Most noticeable was the 300 yards of the north-south gravel road and the bin site being

flooded. At first sight the thoughts that run through your head are that you are cursed and that this is the worst thing that could have happened at this time.

Although this is a terrible situa- tion because all of the bins had grain in, them it is truly not that big of a deal when you sit back and put it into perspective. We lost several thousands of dollars of product but there was minimal damage to any of our seed prod- ucts because most of the seed was in the well protected hopper bottom bins. While the people of New Orleans and to a lesser extent Houston lost much more; EVERYTHING!!!!

It is very difficult for us living on the prairies to imagine having everything we have worked for being taken from us in one day. Just think of your house and all



of its contents just being washed away. In June there was exten- sive flooding of basements in Southern Alberta but nothing even remotely close to the extent of damage caused by Hurricane Katrina.

My message to everyone is that the next time that you are faced with adversity, try and put the events in perspective. Think of the victims of Hurricane Katrina who have faced total devastation and that your situation could be worse.

By: Shaun Haney

Send Feedback to
 shaney@haneyfarms.com

Haney Farms Adds Canola to its Portfolio

This fall, the Haney Farms' seed team is proud to announce that it will be selling canola seed.

"We will be offering Canterra Seeds' full line of products this fall. Canterra's portfolio offers a full line of open pollinated, syn- thetic and hybrid products for all types of growing conditions," stated Don McDowell, Seed Busi- ness Manager.

The introduction of canola seed fully compliments the Haney Farms' seed product portfolio which includes wheat, barley, triticale, and oats.

As part of our launch of the Haney Farms' canola sales pro-

gram properly we are offering a special deal to all customers that book and pay for their canola orders prior to December 31. For every bag of canola you buy be- fore December 31 your name will be entered into a draw for four tickets to a Calgary Flames game.

Neil Persson, Canterra Southern Alberta Territory Manager ex- claimed, "We are very excited to have Haney Farms provide grow- ers with high quality Canterra Canola seed."

The varieties sold will be Canterra 1841 RR Hybrid, Canterra 1896 RR Hybrid,



Canterra 1812RR Synthetic, and Canterra 1818RR (open polli- nated).

For information on the above varieties, please go to www.haneyfarms.com or www.canterra.com for informa- tion on all of the Canterra prod- ucts which include wheat, oats, barley, beans and peas.



How Do You Define Leadership?—Part 1

By Shaun Haney

If you go to Chapters in Lethbridge, you will find no less than 25 titles on leadership. When you Google “leadership” there are 492 million results. Leadership is a word that we use at home, at work and in sports. When you ask someone on the spot to define leadership they usually struggle to put it into words. Intrinsicly we all have a good idea of what leadership is, but it is difficult to express and explain verbally.

In this two part series I will attempt to get a handle on the definition of leadership. In part one we will try to define leadership from the perspective of some of the world’s experts on leadership. In part two we will try and get a local opinion on leadership by talking to some local business leaders.

Anthony Mayo and Nitin Nohria—Harvard Business School—the Great Leaders of history possess “contextual intelligence.” Leaders possess an acute sensitivity to the social, political technological and demographic contexts that come to define their eras. And they adapted their enterprises to best respond to those forces. (*Fast Company Magazine*)

Jack Welch—Former CEO of General Electric—

1. Leaders relentlessly upgrade their team, using every encounter as opportunity to evaluate, coach and build self-confidence
2. Leaders make sure people not only see the vision, they live and breathe it
3. Leaders get into everyone’s skin exuding positive energy and optimism
4. Leaders establish trust with candor, transparency and

credit

5. Leaders have the courage to make unpopular decisions and gut calls
6. Leaders probe and push with a curiosity that borders on skepticism, making sure that their questions are answered with action
7. Leaders inspire risk taking and learning by setting the example
8. Leaders celebrate
(*Winning*)

Lou Gerstner Jr.—Former CEO of IBM— “Now don’t get me wrong. I’m not talking about superficial rah-rah optimism or backslapping and glad handing...It starts with the hard work of strategy, culture, and communications. It includes measurement, accountability, and an active participation in all aspects of the enterprise. Without that, passion [leadership] is simply a cheerleader doing flips on the sideline while the team gets crushed, 63-0.” (*Who Says Elephants Can’t Dance*)

Tom Peters—Strategy Guru

The Golden Leadership Triangle:

1. Talent Fanatic
2. Creator...Visionary
3. Inspired Profit Mechanic

(*tompeters.com*)

Larry Bossidy—Former CEO of Honeywell International—Leading is more than thinking big, or schmoozing with investors and law makers, although those are part of the job. The leader has to be engaged personally and deeply in the business. The leader must be in charge of getting things done by running three core processes—picking other leaders, setting the strategic direction and conducting operations. (*Execution: The Disci-*

pline of Getting Things Done)

Marty Schottenheimer—Head Coach San Diego Chargers—A coach can scream and holler about teamwork, but the teams that really have it are the ones on which the players live it and demand it everyday. It comes with respect and internal leadership. (*Game Plans for Success*)

Ralph Nader—Politician/Social activist—I start with the premise that the function of leadership is to produce more leaders, not more followers. (*tompeters.com*)

Howard Gardner—Author of Leading Minds: An Anatomy of Leadership—The key to leadership is the effective communication of a story (*Leading Minds*)

Napoleon—Historic General—A leader is a dealer in hope (*tompeters.com*)

Daniel Goleman—author of Emotional Intelligence—More than anyone else, it is the team leader who has the power to establish norms, maximize harmony and collaboration to ensure that the team benefits from the best talents of each member. A leader accomplishes that by moving the group toward a higher emotional tone, using positive images, optimistic interpretations, and resonance building norms and leadership styles, particularly visionary, democratic, affiliative and coaching styles. (*Primal Leadership*)

Richard Teerlink—CEO Harley Davidson—Leadership is a shared role; management is an individual role. Leadership is thinking about the right things, management is doing things right. This struck us as a powerful set of ideas. (*More than a Motorcycle: The Leadership Journey*)

“Leaders inspire risk taking and learning by setting the example”

“It is the team leader who has the power to establish norms, maximizing harmony and collaboration to ensure that the team benefits from the best talents of each member.”

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**James Kouzes and Barry Posner—
The Leadership Challenge—
The Five Practices of Exemplary
Leadership:**

1. Model the way
2. Inspire a shared vision

3. Challenge the process
 4. Enable others to act
 5. Encourage the heart
- (*The Leadership Challenge*)

Summary

All of the above definitions are quite powerful. What is so great

about the above definitions is that they are so powerful and you can identify so strongly with the words.

It must be remembered that all of the above definitions are for the most part manufactured.

In part two I will talk to local business people to truly engage us in the definition of leadership.

Farmers Not Impressed with Computers

Editors note: The following article is a follow-up to Shaun's editorial of Farmers and technology last month.

Wednesday, August 3, 2005

Associated Press

WICHITA, Kan. — American farmers are buying computers and using them for business, but at a much slower pace than they did just two years ago, a new federal study shows.

The rate for both computer ownership and business usage increased just 1 per cent from 2003 to 2005, according to a survey conducted every two years by the U.S. Department of Agriculture.

"It appears that computer usage, ownership, and Internet access on farms are levelling off," the report, released Friday, said.

Of more than 32,400 farms of all kinds and types surveyed by the USDA's National Statistics Service, 55 per cent own or lease a computer — up slightly from 54 per cent in 2003 — and 31 per cent use it in their operations.

About 51 per cent have Internet access, compared with 48 per cent in 2003.

The agency asked farmers for the first time how they accessed the Internet. More than two-thirds — 69 per cent — use dial-up. Roughly 26 per cent also said they used the Internet in the past 12 months for non-agricultural business.

Kentucky farmers have the least Internet access in the nation — 30 per cent. It is also low for other Southern states: 37 per cent in Alabama, 36 per cent in Georgia, 37 per cent in Mississippi and 47 per cent in Louisiana.

Just 38 per cent of Missouri farmers and 49 per cent of Kansas farmers had Internet service. In North Dakota, 58 per cent of farmers were connected.

Farmers who have the greatest Internet access — 76 per cent — live in New Hampshire and Pennsylvania. Western states also have higher access: Montana at 70 per cent, Oregon at 68 per cent, Colorado at 65 per cent, Idaho at 68 per cent and Washington state at 65 per cent.

Not surprisingly, farms that made the most money had more Internet access and used their computers more than smaller farms.

About 77 per cent of farms with sales and government subsidies of \$250,000 (U.S.) or more said they owned or leased a computer, and 72 per cent of those had Internet access.

By comparison, among those farms that had revenues of at least \$10,000 but still made under \$100,000, just 51 per cent owned or leased a computer, and 47 per cent had Internet access.

For crop farms, 60 per cent had computer access and 33 per cent used a computer for their farm business in 2005, the same as 2003. Internet access for crop farms increased to 52 per cent in 2005 compared to 49 per cent in 2003.

For livestock farms, 57 per cent had computer access and 48 per cent had Internet access, both up 1 per cent from 2003. The use of a computer for farm business has increased to 29 per cent for livestock farms, up 2 per cent from 2003.

"Not surprisingly, farms that made the most money had more Internet access and used their computers more than smaller farms."

Huge Announcements

Shaun and Tricia Haney are proud to announce Karsen John Haney was born on August 29th, 2005 at 11:54pm. Karsen was 8lbs-14 ozs and 20 inches long.



Dick and Joyce Haney are pleased to announce the engagement of their daughter Kerri Lynn Bradley son of George and Christine Vanderberg of Lethbridge.

How Do You Define Leadership—Part 2

Now that some of the renowned experts on leadership have had a chance to strut their stuff, let's read what some local business people thought the definition of leadership is.

Trevor Martens—Edwards Land— A leader gives praise when needed, yet after tearing the employee down for wrong doing, he can build that employee up to be motivated again.

John Koliaska—Owner/CEO JK Trucking— The ability to consistently motivate individuals to outperform their personal best towards short term and long term goals through professionalism and positive attitude. It is essential that this process allows for each individual to take pride and respect in the team while building self confidence for themselves. The self confidence creates an atmosphere where the individual(s) will follow what they believe in and what the team believes in to create success regardless of outside pressures.

Dan Kazakoff—University of Lethbridge Faculty of Management— Having your team reach their potential. When you can facilitate people to achieve at a level that is higher than they even think is possible.

Brian McNaughton—Owner/CEO—Hy-tech Production— The ability to work with people to develop a vision and a plan. Then to provide those people with the resources and motivation to achieve the vision and execute the plan.

Dale Butler—Butler Financial— A compassionate individual who respects all people's feelings and does not waiver in his beliefs or actions during both good and challenging times.

Jim Whittaker—Circulation Manager—Lethbridge Herald— Having integrity, focus, vision, and passion and instilling those same values in your team.

Dick Haney —CEO—Haney Farms— The ability to motivate individuals to take responsibility for coordinating the formulation of the vision in order to successfully execute the plan and obtain the best possible outcome.

Brent Forrest—Southern Alberta Hybrid Production Lead—Monsanto— To teach and or guide an employee to become a leader themselves.

Dr. Gordon Hunter—Associate Professor—University of Lethbridge— *Dr. Hunter defines leadership by defining the two concepts of leadership and management (administration). Managers look at efficiency which is doing things right. Leadership is looking at effectiveness which is doing the right things.*

Dave Whittaker—Owner—Fountain Tire North Lethbridge— It can't just come from the guy that owns the company it is everybody's responsibility.

Dwayne Beaton—Controller—Haney Farms— A leader recognizes opportunities to lead and develop individual and collective team performance. He is not rigid in his style. He acts with conviction and confidence, knowing intuitively when consensus will result in the best outcome, but never losing sight of the ultimate responsibility and accountability for making certain decisions on his own.

Summary

Now that we have heard both parts of this series, what conclusions can be drawn?

1. The definitions given by the local people are just as powerful and identifiable as the expert's definitions.
2. The common words consistently used are team, motivation, confidence, potential, and vision. Words not used are individual, chaos, and inconsistency.
3. When I talked to the local people my opening statement that leadership is a very difficult word to verbalize was confirmed. My favorite comment was, "that is one heck of a question for a Monday afternoon." The most common response was, "NOW?"
4. Unlike many words leadership truly is defined by the individual not a dictionary.
5. Although we all may define leadership differently, what matters is that as leaders we execute the way our definition is defined. Execution of the definition tends to be just as important as the definition itself.
6. I thought that the concept of leaders create leaders and that leadership is everyone's role throughout a team are very powerful and sometimes forgotten by some people.

Thank you and I hope this series perked your interest in leadership.

Special thanks to the local contributors.

If you have any comments or reactions to this leadership series please provide feedback to shaney@haneyfarms.com

Team Member Profile—Terry Bodnar

Haney Farms' office has had a constant presence for 13 years. Terry Bodnar became an office team member in 1992 when the Picture Butte Feeder Co-op was formed.

Terry and her husband Don live in Diamond City and have three children. Ty attends Picture Butte High School and is in grade 10. Jill attends the Lethbridge Community College in the registered

nursing program.. Mandy is an assistant physiotherapist at the Lethbridge Regional Hospital.

Being born and raised in Picture Butte, community involvement is very important to Terry. Terry and Don have been involved with minor baseball, minor hockey and gymnastics for many years.

