**Outline Seminar 2020**

I. This is our goal. I will show you in this presentation a few points on how to reach it. And keep it looking that way until you sell it.

II. Picture taken last year in early February during the polar vortex. 40 below is the same in Fahrenheit as Celsius. In weather like this we then need to just maintain.

 A. Whole grains (corn) free choice.

 B. If the snow is packed or turned to ice, or not there, water.

 C . Block the wind where needed.

III. When putting tails on pheasants it is important to know what to look for when the tail feathers start budding out. When we drive by you should see this.

 A. Same bird when we pick them up. These are just over 8 weeks, probably 58 or 59 days. Absence of and blood.

 B. The next two are pheasants at 12 weeks. Keep these birds alive and out of the mud and you’re home free. They are made.

IV. Cover crops in pens and open spaces

 A. It’s imperative we get in and till the ground as early as possible. We use rotovators. If you can do this in December like we did here, you are awesome.

 1, Have your equipment ready for spring

 2. Keep the wheels turning all the daylight hours possible. This gets the ground turned before any germination of beneficial natural growth.

 B. Plant corn as early as possible

 1. This corn over-run with ragweed

 2. Spraying with a boomless sprayer

 a. These are made for flight pens, they spray about 25 feet wide.

 b. about 1 pint 2-4-D and if some grass, 1/3 oz of Accent.

 3. This is a couple of days past spraying.

 4. These next few are corn with a healthy growth of grass under growth.

 5. This is a path in a corn pen for open, we’ll show more later.

 6. And corn in December still standing.

 C. The Lambsquarter Option

 1. One beautiful stand of lambsquarter, we strive to establish this and maintain this for superior pheasant cover

 2. Lambsquarter in need of opening

 3. After opening

 D. Managing Lambsquarter with Ragweed

 1. Mow the taller ragweed with Lambsquarter underneath.

 2. Roll the ragweed with a tractor or gator. The idea is to let the ragweed either snap and let the lambsquarter bounce back of have the ragweed grow more horizontally.

 3. Lambsquarter in December

 E. Pheasants need 25 to 30% open space in the form of clear fence lines, open area around feeders and perhaps paths through the middle.

 1. Mowed fence before spray

 2. Mowed fence after spray. Important because this growth going through the tops will tear up the netting attached to the divider and make it more difficult to remove the birds from the pens.

 3. If you can get vetch by your feeders and/or dividers, it is very good. Prevents mud.

 4. If growth gets ahead of you and it looks like this, mow so it looks like this.

V. Good housekeeping around the pens.

 A, Messy lanes before and after.

 B, Clean roadside are very important and where you can create large buffers. This can be done with both mowing and spray.

VI. Irrigation is an important part of our cover management.

VII. Our new pull behind sprayer. Perfect for paths and perimeters.

 A. Fully self-contained, its own engine. If the drive unit breaks down, we just hook up another.

 B. Has hose with hand sprayer as well as single boom in the back.

 C. The right-side nozzle wide. Keep the fence to your right,

 D. The left side nozzle, 80 degree.

 E. This will give this coverage for better fence line weed control.

VIII. Standing prop posts in snow country,

 A. Drill a 3/8-inch hole and drop in a ¼ inch hole. At the cable cross.

 B. It looks like this when standing.

 C. But wait there is more. Cement block down for out of the mud, finding the props after the snow. The eye bolt can be removed so if there is a hole, it’s less likely to lose birds.

IX. Avoid water leaks, so this does not happen.

X. Water pan innovation

 A. When left on the ground, muddy and dirty and likely to freeze in.

 B. Up on pallets that have been cut to size. This solves several problems

 1. Level pans

 2. Less mud

 3. Less likely to sink and freeze in the soil.

XI. The best way we have found to build pens and replace pen posts. Interior replace it is still best to auger.

XII. Some further philosophy regarding staff and having a successful operation.

1. To quote Richard Branson: “Teach your employees so they can leave but treat them well enough, so they won’t want to.”
2. 20 steps to success, and 10 tips to a better bird. I wrote these over 20 years ago. There were 18, I ran it by Bill MacFarlane, then there were 20.

20 Points for Game Farm success

1. Keep a broad prospective on the big picture but continue to pay attention to detail.
2. Preparation is 90 % of every job.
3. Do what you do the best, hire the rest. Delegate where necessary, but follow up, it’s your paycheck they are working with.
4. There is no job on this farm that will go better and be done more efficiently than when you are not present.
5. If you and your number 1 (lead) are working together everyone else should either be with you or not at work, unless you are teaching them something.
6. Create a culture of “urgency”.
7. One skill you can never overemphasize is prioritize; Teach your employees how to triage.
8. Small jobs that come up during the day usually can be fit into the workday. Show your staff how to do this by example…Doing jobs chronological as they are added to your list is not necessarily the most efficient.
9. When you chose jobs for yourself and put others to work, the more time you spend with your birds the better.
10. Your tomorrow starts at the end of shift today when everyone else punches out. Start preparation now, put the finishing touches on preparation ½ to 1 hour before staff starting time. (equipment tools etc.)
11. At the end of the day follow up on today’s work, make adjustments, and deal with tools and equipment.
12. Stay on the farm for production work, paperwork is for nights and weekends.
13. Equipment: If it is outside it should be being used, washed or being repaired.
14. Have your staff put their tools away at the end of each day, then go check and make sure they did. Clean your trucks!
15. Equipment and Buildings; If it’s dirty wash it, if it squeaks lubricate it, if it’s out put it away, if it’s in disarray organize it, if it’s broke have it fixed. If it’s something you need only someday or seasonally put it where it’s out of your way.
16. If it is a generic piece of equipment you have not used for over 2 years, sell it. If you find you eventually need it, go buy one.
17. Like it or not the public’s your judge. Keep the place like it’s ready for company, this is an intangible that pays big dividends.
18. Birds in pens need escape cover and up to 33% open space, an ample supply of water and feed 24/7, an absence of mud, huts when they are small, and security (birds in predators out)
19. Take the time to fix every feed spill and every water leak, enlist help if needed. Move feeders, NEVER let them sink.
20. It’s imperative you spend time on the farm in solitude, no radio, no distractions, only then do see the overall picture and develop your short term and long-term plans and goals. Carry a note pad and maps. This can be done more often than not when checking pens.

 **Twelve Tips for a Better Bird**

1. Bio Security
2. Proper Genetic Chix Selection
3. Proper Brooder House Set Up
4. Proper Brooder House Care (To include floor, feeder and water space. Heat, light, air flow, proper bedding)
5. Movement from Brooder House to Flight Pens
6. Flight Pen Preparation (To include repair, tilling, planting, spraying and mowing)
7. Feeder Space
8. Water Space
9. Pen Space
10. Open Space
11. Fence line Space
12. Proper Cover (The continued management thereof)

The Angels are in the details

Is your operation good? The biggest enemy of great is good.

Where do you want to be next year? In 5 years?