Effective Leadership in Times of Change

Michelle Blomberg
President/CEO
michelleb@agvantage.com

"A recent study showed that only 11% of workers in Great Britain are engaged in their jobs."
- Gallup Journal 2018

A big part of the challenge of keeping employees engaged is managing the anxiety around their employment. And when change is happening in the organization, which is most of the time, the culture of the company is the backbone of the success around the change.

Over the past 15 years at AgVantage Software, we have been working hard to create a culture of engagement to other people – customers, employees, business partners and other local businesses. We challenge ourselves to find ways to make people's lives better by writing technically savvy ag-software, coupled with delivering amazing service. Each day, we strive to continue to build a culture of industry-leading software and service. To keep this culture thriving during times of change, I have determined that there are four basic needs that employees need fulfilled from their work relationships – Trust, Compassion, Stability and Hope.

When relationships are healthy, *Trust* is taken for granted. When relationships are struggling, Trust, or lack thereof, becomes all that the employees can discuss. When the leadership lacks credibility, the workers have little reason to take them seriously. Leaders need to be honest and forthright, even when it's hard news to deliver. It's less important to have all the answers than it is to share what information is known. When the leadership puts the information out there to the employees, it allows everyone to share their own challenges and concerns, allowing the leaders to address, and in many cases, dispel them.

To create change, and continue to stoke the corporate culture, *Compassion* and just plain ole kindness is key. If people are going to embrace the culture, the employees NEED to feel the leaders truly care about them and their happiness. For some leaders, this comes naturally, but others still believe that people want them to only be strong and never show the emotion underneath that hard core. Employees need to believe the leaders care for them from the top down.

As with trust, *Stability* is a transparent need from the eyes of the employees. Even when there are changes in the world around us, knowing how the leaders will respond to those changes is very important to the team on the company front line. Keeping the employees informed, as well as how they contribute to the company bottom line and success helps maintain a sense of stability, even in times of change.

The final basic need, *Hope*, is probably the most challenging of the four needs to deliver from the leader's chair. Keeping optimism and positive energy surrounding the company creates hope and a feeling of progress within

In This Issue:

(Continued from previous page)

the troops. During times of change, the leadership needs to be more involved with the team, not less. Communicating and keeping everyone on the same page is extremely hard, but also the most important. Without it, the negative monster can take over the positive culture that has been created over the years.

It takes many years to create a healthy, positive culture, and without one of these four needs being fulfilled, this work can all be lost in a second. Trust, Compassion, Stability and Hope are at the center of AgVantage Software and our "Service Second to None" culture.

I want to thank you all for your continued business. Now, in our 42nd year of business, I realize you have many choices for software providers. I will do my best, each and every day, to assure your happiness in your choice of AgVantage® Software as your Agri-Business Accounting system.

AgVantage Software — An Employee Owned Company

NGFA 2018 ELEVATE YOUR BUSINESS
COUNTRY ELEVATOR CONFERENCE
DECEMBER 2-4   ST. LOUIS, MO

**AgVantage Software, Inc. will be exhibiting at the NGFA Trade Show in St. Louis, MO.
December 2-4, 2018, Booth #1123
We hope to see you there!**

*Save the date…
Feb. 17-19, 2019
Executive Conference
Willard Intercontinental Hotel
Washington, D.C.*

Parmesan Halibut

By Bonnie Fohrman, VP Programming Dept.

2 lb. halibut, cut into serving sizes
2 T. lemon juice
1 c. Parmesan Cheese, shredded
3 T mayo
3 T green onion, chopped
1/4 t. salt
4 T butter
1/2 t. red pepper, ground
1/4 t. black pepper
1/4 c. peppers, red, finely chopped

Preheat oven to 350 degrees. Place halibut in a baking pan and spread lemon juice over each piece and let set for 10 minutes to absorb juice.   Then bake for 10 minutes, or until flaking and almost done. (Baking time varies depending upon thickness of pieces. Do not overcook.) Mix the rest of the ingredients in a small bowl and spread on top of halibut and then broil on high until topping has browned a little, about 5 minutes.

Photo depicts Parmesan Halibut served with oven roasted asparagus with
olive oil & balsamic vinegar.

AgVantage®
BUSINESS INTELLIGENCE

**Updates on New Releases &
Software Releases Coming Soon**

*Bonnie Fohrman
V.P. Programming
bonnief@agvantage.com*

Newly Released Software:
New Version 8 Releases—

Agronomy Edge
- Improved search criteria in item default file (433623)
- Printer setup (436516)
- Search option not functioning correctly from setup menu options (436560)

Accounts Payable
- Ability to correct errors in AP crossover on a new menu (436976)

Accounts Payable Edge
- Added merge detail to the invoice lookup (429364)

Accounts Receivable
- Customer Lookup – now shows tank information when delivery is to a tank in Energy (395488)
- No longer allows old dates on contract screen (431275)

Accounts Receivable Edge
- Filters discounts by location (420861)
- Customer portal - shared contract tab (428822)
- Customer portal – selection code (428824)
- Customer portal – multiple salesman (428825)
- Customer portal - Add CFN purchase order number (434641)
- Item portal - now requires unit of measure in item balance file (434654)
- Item portal – displays full item number and description (436527)

AgVantagePC Invoicing
- Feed orders created from AgVantage Feed can now be invoiced through PCINV (284195)
- Added an option to set up a default pay type for credit card transactions (422846)
- CDD Added immediate discount (336002)
- Grain bank balances show on the invoice (339147)

eAgVantage
- Enroll page – display password restrictions for enroller to create password (406235)

eAgVantage AR End of Year Edge
- Yearend sales reports – new look and CSV link (418338)

eAgVantage Grain
- Removed Lots button from eAgvantage Grain when not set up for Lots in Grain (398993)

eAgVantage Statements
- New modern look (434006)

*Please see our
Message Board
for many product
enhancements
continuously available.*

(Continued from previous page)

Feed Edge
- Feed Rations in Edge (405661)
- Price Rations table function (379022)
- Maintain discounts and charge code table (343718)
- Maintain upcoming order number (343719)
- Maintain printer id file (343720)
- Maintain constant file (436537)
- Maintain user id (436538)
- Maintain haulers (343721)

General Ledger Edge
- GL Company name and address setup menu (434262)
- Setup Menu option location and name (434285)
- Company constant file setup (434318)

Grain
- Sales/purchase contracts – Add flag to force entry of future month/year on contracts (424836)
- Average delivery date – show when discount by lot (433714)
- Deferred Contracts – Overlay wording changed (434589)
- Management screen and contract reports – show undelivered and unsettled units less than .50 (435956)
- Add loads – pass data from load when creating the lot (436068)

Grain Edge
- Market position locations drop down now comes from Grain constant file (426463)
- Advances maintenance for sales (344512)
- Storage charge calculation screen (408315)
- Move contracted units field (438129)

Interface
- Cargill – Increase the crop code size on the Cargill side (438113)
- Ecliptic – Calculate due date from the vendor master file (437193)
- RJ O'Brian – Need to print based on override user (418703)

Inventory Edge
- Add location and FLC range on missing item report (321645)
- Add Summary Inventory report in item (400005)
- Item Portal – replacement cost on inventory quantity screen (434949)

Investments
- Investment certificates allow customer to compound M, Q, A or none (358893)

Seed Edge
- Need to ignore all chemical items from the seed cross reference (437240)
- Printed seed quote document (422548)
- Update to use clear data queue (434530)

Customer Driven Development (CDD) Voting has now expired. Thank you to everyone who voted!

AgVantage Software Releases Coming Soon

Accounts Receivable Edge
- Customer Portal – email (428826)
- Customer Portal – balances button (428829)
- Customer Portal – Balances, contract information (435108)

General Ledger Edge
- Chart of account maintenance (434242)
- GL Location Constant Maintenance (434322)

Inventory
- CDD Identify attached 'AT' items in inventory received and allow cost adjustment (386910)
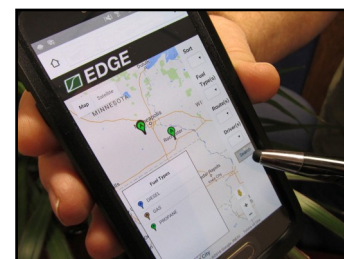
Inventory Edge
- Ability to Enter Inventory Received in Edge (399424)
- Merge Inventory Received in Edge (399447)

Payroll
- CDD Improved stub – show company provided benefits (338514)

Reports Edge
- Commodity DPR Hedging (400346)

AgVantage® EDGE

For pricing info, please contact Michelle Blomberg at michelleb@agvantage.com or 877-282-6353.