



## Special Points of Interest:

- Annual Meeting in Fort Worth was “worth the wait”
- Award Winners : *Gregg Reisinger, Amy Smith & Sharon McLin*
- No Arrests (that we know of)!



*Meeting attendees enjoyed a tour hosted by Stockyards Heritage.*

## ANNUAL MEETING KEYNOTE: LEADING FROM THE FUTURE

The meat of the matter for leaders in today’s world was put in perspective by Doug Williamson, President & CEO of the Beacon Group. His insights were provocative and led us to acknowledge that our biggest challenge is learning how to deal with an “extreme” future. Doug’s presentation is, or soon will be, on the NPLC website, so here are some of the notes taken by your “editor.”

### THREE PERSONAL CHALLENGES:

1. Dealing with complexity
2. Coping with uncertainty
3. Navigating turbulence

### ORGANIZATIONAL CHALLENGES:

1. Building operational dexterity
2. Reinventing customer relationships
3. Embedding transformational leadership

Much of Doug’s message centered on the notion that how you view the world around you has a profound impact on how you operate, how you think about and approach a problem, and how willing you are to “embrace and explore” what’s happening. It becomes critical to understand your inevitable biases and occa-

sional blind spots. Even better, you can accept the fact that the brain space taken up by what we spend time thinking about is relatively small. The space available for other things we **can** think about is substantial. Decision-making can be greatly improved when we analyze our own thought process and its flaws. Good stuff! Lots to absorb, but Doug provided us with genuine inspiration and plenty of reasons to step up our leadership game. His discussion of good and bad corporate DNA, was a direct challenge to develop a “purposeful” culture and get out there to see what the new world can hold for us.

## CHAD PRATHER EXPLAINS OUR WACKY WORLD

Not really, but he did offer some observations about what makes millennials tick. One aspect that we see more and more is that in their eyes, reality is subjective. And much of how they operate (and work) is to ask “how do I feel about that?” They (obviously) relate to visuals and stories. They are multi-taskers and believe in

charity and fairness. They want a job that is fulfilling and purposeful. They want to feel as if they were “built to do this job.” We can offer guidance and instruction, but we need to be brief (but include necessary details). And, they do require follow-up, as they may have moved on to another of the multiple tasks!



*Mike Paul is new Prez*

***By 2020, 50% of the workforce will be millennials.***

***Without the HUMAN, you don’t get the RESOURCE.***

***I need to learn more about mass spectrometry!***

***Review your governance documents!***

***Plan for change!***

**NPLC GAZETTE**

**GOVERNANCE FOR TOMORROW**

Most of us agree that the term “governance” is often misused. As Stephanie Marcus, one of our NPLC presenters, reminded us it refers to all the processes of governing and LEADERSHIP. It’s a shared decision-making process that needs regular attention and review. Understanding your organization’s structure, work and communications flow, accountability levels and equity/fairness policies are all part of the picture. We were also reminded that deci-

sions need to be made with consideration given to the needs, challenges and future plans of our members and other stakeholders. And, although some of us older dogs think we know the basics of board roles and responsibilities and the difference between a committee and a task force, Stephanie did a good job of laying out some specifics about who is, and isn’t responsible for some of the routine work of associations. Probably my personal favorite

take-away from Stephanie’s menu of topics was a set of key diagnostic questions to help manage change. We know the landscape and climate for breed registries and other livestock associations is experiencing change at a faster pace than ever. We can’t really afford to react to things that are happening. We must find ways to anticipate and build toward change in our business and our business models.



Amy Smith, our **Continuous Service Award** winner and boss at American Berkshire Association sharing BBQ with Blake Nelson, EVP of American Maine-Anjou Association.

*“Yes, Billy Bob’s does banquets and does them really well!”*

**NPLC DISTINGUISHED SERVICE AWARD WINNER**

Gregg Reisinger, DSA winner, is shown here with superstar meeting planner Theresa Brown of the American Paint Horse Association and APHA President Dr. Craig Wood. Reisinger Farms is located in Eldora, Iowa and the long-time program is officially considered the leading breeder of Paint performance horses.



Sharon McLin, American Shire Horse Association, was awarded a Lifetime Membership at the NPLC Annual Meeting. Steadfast, brave and true, Sharon has supported and served for many years and we sincerely thank her!

**HR AND TOMORROW’S WORKPLACE**

We were lucky to hear from Justin Dorsey, President of the Fort Worth HR Association. Although HR is not everyone’s favorite topic, Dorsey explained why it does have an important role in any organization and how it can impact your business strategy. Getting the basics right is a key first step. After that, don’t stop making improvements to your processes, systems and programs. He stressed five critical areas to make a differ-

ence and create a sustainable organization:

1. Define and align organizational purpose
2. Recruit talent who will love your organization
3. Focus on employee strengths
4. Create organizational alignment
5. Measure the right things

**Puncture Popular Myths!**



Have to appreciate this pic of our Canadian friends Jim Washer and Aron Weir. One's thinking Budweiser and the other is thinking bathrooms. Makes sense!

## ETHICS IN THE LIVESTOCK WORLD AND WHERE YOU FIT

We heard from an outstanding panel of experts discussing ethics in the show ring and in our organizations. Daryl Real, State Fair of Texas, talked about the challenges of drafting and enforcing drug rules at major shows. Travis Mays of the TAMU Diagnostic Lab, detailed the development of ever more accurate testing technology (parts-per-million is SO yesterday!). The notion of using mass spectrometry to deter-

mine the molecular weight of drugs is a bit over my head, but it works. Mays also mentioned that science is working on the ability to utilize hair samples for the testing of some drugs. Getting a sample from me would hurt!

Wayne Sander, an attorney and livestock guy, focused on the organizational issues that need to be considered when creating or adjusting any of our governance documents,

## RESEARCH DISCUSSION MADE US DIZZY!

Dr. Clare Gill, Texas A&M, along with Dr. Rebecca Bellone of UC-Davis and Aron Weir representing Maxxam Analytics made great progress in helping us civilians understand what's happening with genetic testing and genomic research. For those of you in attendance, your notes are probably better than mine. I had to listen harder and write less. I can state with certainty that technology is advancing at a remarkable pace, as researchers explore the world

of things such as "targeted genome editing." and equine coat color panels! Mr. Weir explained much of what's happening in the testing lab world and discussed licensing, security and new tests on the horizon. Every registry is focused on taking advantage of technology as best they can and we all understand the growth in our opportunities to better serve our breeders and members.

**MOLECULAR TOOLS ROCK!**

policies, rules, protocols and procedures. For most of us, the disciplinary process can be one of the areas of concern, as there is a built-in risk of litigation and loss if everything is not done completely by the book (and sometimes even if it is). One of the other issues that panel members all mentioned was the wild-card factor of public perception and the impact of an activist group latching on to an ethical "lapse."

*Follow your own rules and you'll have much less to worry about.*

*But update your insurance!*

## A VERY BIG THANK YOU TO OUR HOST AND SPONSORS!

We certainly appreciate our host, the American Paint Horse Association, headquartered in Fort Worth. Executive Director Billy Smith and Director of LeaderCare (love that title) Theresa Brown did an outstanding job of organizing our visit. We enjoyed the services of a brand new hotel and had the distinct advantage of being in the Stockyards district with access to a variety of pleasurable pursuits. We enjoyed a tour of the

Historic Stockyards and learned about future development plans which include the re-location of APHA to the neighborhood, specifically into one of the renovated Mule and Horse Barns.



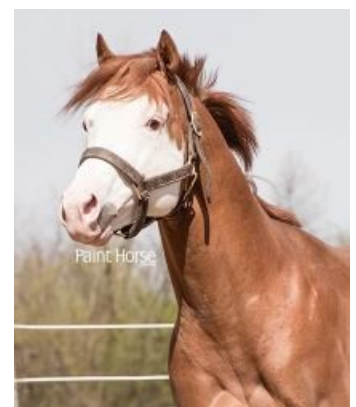
We are very grateful to these sponsors:

**American Paint Horse Association**

**Maxxam Analytics**

**UC-Davis VGL**

**Stockyards Heritage**



**THANKS APHA!**



Zane Akins, Treasurer  
177 Palermo Place  
The Villages, FL 32159-0094  
Ph: 352.259.6005  
ZaneAkins@gmail.com

AND, a special thanks to donors and buyers at the NPLC Silent Auction. We managed to raise more than \$800.

Let's do it again!

We hope to see you in Kansas City in 2018. We will be hosted by beef breed registries in another historic neighborhood. See you then!

[www.nplc.net](http://www.nplc.net)

APRIL 30—MAY 2, 2018

*CAN YOU BELIEVE THE NATIONAL PEDIGREED LIVESTOCK COUNCIL IS 106 YEARS OLD?*

## NPLC BYLAW CHANGES NOW IN EFFECT

The Board approved the following changes to the By-laws March 17, 2017 to become effective at the 2017 annual meeting.

Board members can serve two three year terms instead of only one.

The President will be elected from members elected to the board following the annual meeting instead of from the floor at the annual meeting.

The Secretary/Treasurer will be appointed by the board of directors instead of being elected annually at the annual meeting.

Two vacancies to the board of directors will be elected annually with a rotation as follows.

2017 – Dairy and Beef

2018 –Horse and Ponies and one at large

2019 –One at large and Associate Member

## Statement of Position on Animal Care

The National Pedigreed Livestock Council encourages producers to:

- Produce a quality, wholesome, nutritious product
- Provide a high standard of livestock health
- Manage livestock in a humane manner
- Use and maintain transportation and handling facilities that provide livestock health and safety
- Provide feed and water to maintain livestock health and productivity
- Consult with a licensed veterinarian concerning animal health care practices
- Use approved livestock health products according to label directions
- Sustain and conserve natural resources by proper management of land, air, water and wildlife
- Support and maintain rural and family traditions important to our society