

KDAM Monthly

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NEWS AND NOTES FOR THE KANSAS DEPARTMENT OF AGRICULTURE TEAM • FEBRUARY 2017

4 Domains of Leadership Strength

Strong teams are built around individuals with diverse strengths. Each strength can be divided into one of four domains:

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
People with dominant Executing themes know how to make things happen.	People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard.	People with dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make the team greater than the sum of its parts.	People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.
Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative	Activator Command Communication Competition Maximizer Self-Assurance Significance Woo	Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator	Analytical Context Futuristic Ideation Input Intellection Learner Strategic

According to Gallup, an effective team has strengths in each domain. When working with others, know what your strengths are as well as your teammates' strengths. By having strengths in each category, any weaknesses you may have as an individual are supplemented by the strengths of another team member.

An entrepreneur among us

K-State student Caitlyn Maloney, who spent the fall semester working at the KDA front desk and now is a student intern with agricultural marketing, recently competed in the Kansas State Launch competition. Launch is an entrepreneurial idea competition for K-State students — kind of a “K-State Shark Tank.” Caitlyn and her sister, Alicia, presented their product, CowTrax, which was originally an idea for their home cow-calf operation in Mountain Grove, Missouri. Unlike other products currently on the market, CowTrax is a microchip implant used to monitor cattle location and wellness. From the implant, ranchers would be able to monitor cattle and find calves with ease all from the comfort of their home (or even while traveling).

K-State Launch began with 212 entries from across the university, and was narrowed down to 10 finalists. Caitlyn's business idea won third place, and won an award for the popular vote at a Chamber of Commerce event. Caitlyn is currently working to produce a prototype for an upcoming competition that will be held here at K-State in April. Good luck, Caitlyn!



Coming Up:



- March 21 Kansas Ag Day
- May 29..... Memorial Day (office closed)
- July 4..... Independence Day (office closed)
- August 24..... Kansas Agricultural Growth Summit

H.R. CORNER

Bulletins:

Visit HR Bulletins at agriculture.ks.gov/HR for updates including:

- [Health Quest newsletter](#)
- [OPS Training Calendar](#)
- [Health Quest Tips](#)
- [State Employee Health Plan Newsletter](#)
- [KPERs Newsletter](#)

Department Comings and Goings

Please help us welcome these new staff members.

- Kenny Titus**..... Chief Counsel, Legal
- Bradley Holtgraver** Food Safety & Lodging
- Craig Beachner** Intern, W&M
- Benjamin McCaffrey** Laboratory
- Eryn Carter**..... Ag Marketing Intern
- Bridgett Paulk**..... Water Structures
- Jeff Hadachek** Ag Marketing Intern
- Taylor Nikkel** Student Worker, Ofc. of Sec.
- Kerstin Huffman**... Student Worker, Animal Health
- Dean Klahr** Student Worker, Animal Health

These employees are no longer at KDA.

- Wendee Grady** Chief Counsel, Legal
- Stephanie Plaschka**..... Legal
- Rachel Duran**..... Water Management
- Erin McGrogan**..... Water Appropriations
- Valerie Mullins** Pesticide and Fertilizer
- Joan Ratzlaff** Retired/Pesticide and Fertilizer
- Kandace Griffin** Ag Marketing Intern

CORRECTION:

Last issue's new employee list had Harrison Rowland's name entered incorrectly. Sorry about that, Harrison, and welcome to KDA!

If you have items you would like to include in the next issue, please send them to Heather.Lansdowne@ks.gov

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The magic behind the emails

We know you've been bombarded with emails lately about regional workshops for farmers' markets and agribusiness development, and we're sorry for the glut in your inbox (there are still a couple more to come). Have you wondered how these programs fit into KDA's mission?

Farmers' Market Workshops

KDA partners with K-State Research and Extension to coordinate four workshops each winter aimed at providing education and guidance to managers of farmers' markets as well as to vendors who sell their products at the markets. This year they are in Wichita, Olathe, Girard and Hays, which are among the 75 locations of registered farmers' markets in the state.

These workshops share methods to improve the markets themselves, through promotion, presentation and other logistics. They also help individual sellers and growers with a variety of workshops from meat/eggs/poultry regulations to soil health strategies. These workshops are planned by the ag marketing team, but involve lots of KDA collaboration. Our food safety experts are critical to farmers' markets, along with the weights and measures team, whose free scale certification is a highlight of the workshops for many attendees.

Farmers' markets are a valuable resource for communities, both for the retail opportunity they offer to farmers and small businesses and for the venue they provide to purchase fresh, locally grown produce and other local products. Farmers' markets are key to the culture of both rural and urban communities, and KDA is committed to promoting and encouraging their growth.

Agribusiness Development Workshops

For the last 12 months, the ag marketing team at KDA has offered several workshops designed to assist small, agriculturally based businesses as they work to get started or to expand. This year they are in Russell, Emporia, Winfield, Liberal, Norton and Hutchinson. The workshops are funded through the USDA Rural Business Development Grant program and are designed to provide personal, face-to-face advice and counsel to businesses.

Participants learn about licensing that may be required for their business, and visit with USDA business development representatives about potential funding sources and with Kansas Department of Commerce representatives about potential economic development incentives. Attendees will hear from an ag business champion in their community, who will share his or her own success story.

KDA's mission involves service to agribusinesses, especially providing an environment that encourages economic growth, and these workshops are just one way we put that mission into action.



FARMERS' MARKETS
2016 Regional Workshops: Parsons

KANSAS
AGRIBUSINESS
DEVELOPMENT WORKSHOP

KDA Trivial Pursuit

This month's trivia question:
With Kansas Day behind us (January 29) and the Oscars coming up, this month's trivia question takes place where the two intersect:

**Who is the only Kansas-born Academy Award winner?
Hint: it was an award of particular significance.**



Send your answer to Heather Lansdowne at Heather.Lansdowne@ks.gov. All answers are due by Feb. 10 at 12:00 p.m. All correct answers will then be entered in a drawing for a prize.

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KDA at the Capitol

Every January the KDA Legislative Team turns its attention to the Capitol and identifies possible legislation that could improve our ability to carry out our mission to the state. The legislative session began the second week of January, and will end sometime late spring, so during these several months it will be a busy time for those KDA staff who are working on these issues.

This session, KDA has prepared several bills which relate to several different program areas.

Animal Facilities Inspection

Several amendments to the Kansas Pet Animal Act will increase license fees, consolidate and streamline license categories, allow for mobile pet adoptions, increase authority of inspectors to access veterinary records, and strengthen the commissioner's ability to enforce adherence to animal cruelty laws.

Agency Fees

Several fees which sustain programs across KDA are scheduled to sunset in 2018. We have proposed legislation to remove these sunsets for fees within the dairy and feed program, pesticide and fertilizer program, and division of water resources. In addition, we have proposed to reinstate dam inspection fees for high hazard dams, which were removed in 2012 although the inspections are required.

Water Conservation Areas

We are proposing changes to the WCA statute to clarify flexibility options available within a WCA. Water Conservation Areas help to implement a very important action item in the Kansas Water Vision, calling for increased voluntary measures to conserve water, while providing flexibility in water resource management.

Water Right Impairment

KDA has coordinated with KLA, KFB, the GMDs, Kansas Water Authority and other stakeholders to develop an alternate proposal to modify the water right impairment process and streamline the paths senior water right holder could pursue when they believe themselves impaired.

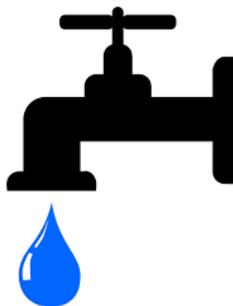
Weights and Measures

KDA is seeking to return the registration fee for service companies (who repair, install and certify weighing/measuring devices) to \$100, which is the amount the fee was prior to 2010 when the fee sunset. In addition, we are proposing a change to technical representative licensure to a 3-year renewal rather than annual for those with 10 years of licensure with a good record.



Other bills:

Josh Roe and Susan Metzger will continue to monitor bills proposed by others, to identify if any of them will affect farmers, ranchers and agribusinesses OR if any of them will affect KDA staff. If any bills are proposed that will have an impact on our agency, either as a whole or as employees, they will keep us all informed.



THANK YOU

Thanks to everyone who participated in the Afterburn exercise in December! Whether you called the phone bank with questions, worked with county emergency management offices, helped with the response at headquarters, or fielded calls as part of the phone bank, your contribution was critical to the success of the exercise. As we continue to develop our animal disease response plan, we strive to be the most prepared state, and that is only possible because of the high level of understanding and commitment from KDA staff across the agency. We appreciate any feedback you can provide that can help us to improve our plans for the future. Thanks to everyone who completed the survey. If you have additional feedback send it to sandy.johnson@ks.gov.

AFTER BURN

If you have items you would like to include in the next issue, please send them to Heather.Lansdowne@ks.gov

KANSAS DEPARTMENT of AGRICULTURE

PURPOSE, VISION, MISSION, AGENCY GOALS and PRIORITY OBJECTIVES

PURPOSE:

To serve, promote and grow the state's largest industry.

VISION:

Kansas will provide an ideal environment for long-term, sustainable agricultural prosperity and statewide economic growth.

MISSION:

The Kansas Department of Agriculture is committed to a balanced approach of:

- Serving Kansas farmers, ranchers, agribusinesses and the consumers/customers they serve;
- Providing an environment that enhances and encourages economic growth of the agriculture industry and the Kansas economy; and
- Advocating for and promoting the agriculture industry, the state's largest industry, employer and economic contributor; while
- Helping to ensure a safe food supply, protecting natural resources, promoting public health and safety, protecting animal health, and providing consumer protection to the best of our ability.

AGENCY GOALS:

The Kansas Department of Agriculture will achieve its vision and mission by:

- Creating a "best-in-state plus" work force and a work environment with a positive culture and attitude;
- Working diligently to make the agency more innovative and efficient while streamlining program operations;
- Fulfilling and upholding statutory and regulatory obligations fairly, transparently, efficiently and effectively;
- Working with industry partners to guarantee the interests of Kansas and the agriculture industry are considered in state and federal policy decisions;
- Providing customer support, timely responsiveness, educational resources, and critical information to all Kansans;
- Broadening the understanding and appreciation of agriculture and its economic contribution amongst Kansas citizens;
- Providing support and assistance to help make Kansas businesses more successful, grow rural communities, expand markets for Kansas agricultural products, level the playing field, grow the agricultural workforce, and encourage more farms, ranches and other agriculture businesses to expand in or relocate to Kansas; and
- Being a model state agency.

AGENCY PRIORITY OBJECTIVES:

In order to achieve our agency goals and maintain an achievable focus, the following objectives are considered top priority:

- Improving customer service and compliance education for all customers and licensees;
- Streamlining and automating internal and external systems and continuing to identify opportunities for program and agency efficiencies in daily business activities;
- Performing daily responsibilities effectively and efficiently with a focus on customers served and cross training when appropriate;
- Evaluating and adjusting program, division and agency structure to continually improve effectiveness and efficiency;
- Eliminating unnecessary and outdated regulations and/or agency activities;
- Enhancing internal communications and professional development opportunities for agency staff;
- Recruiting and retaining high quality employees — the right people, doing the right thing, with the right attitude;
- Continuing to build upon a commonsense policy and regulatory agenda and influencing federal policy issues in accordance with industry needs and interests;
- Growing agriculture in the state, eliminating barriers to growth, developing workforce and building marketing activities in-state, out-of-state and globally;
- Developing strategic partnerships with Kansas State University and other potential partners to better serve Kansans and the agriculture industry; and
- Advocating for agriculture at all levels and providing industry outreach.

Each division and program within the agency has developed its own action goals and objectives specific to the program, which directly align with the agency goals and objectives.

