

# PEOPLE CARE LEADERSHIP PROGRAM

## WE RECOGNIZE OUR EMPLOYEES ARE THE KEY TO OUR SUCCESS.

Caring for our people starts with providing a good job in a safe work environment coupled with competitive compensation and benefits for our employees and their families. Then, we work hard to train, develop and challenge our employees to grow within the company. We believe in recognizing a job well done and finding unique and thoughtful ways to say, “thank you.”

Our **PEOPLE CARE LEADERSHIP PROGRAM** serves to nurture leadership and professional development throughout multiple levels in the company. Led by Chief Operating Officer Noel Williams, these year-long courses are structured around the *Habitudes Growing Leaders* series and paired with custom content tailored to our unique role in animal care and food production. Regardless of your role or developmental path, there is something for everyone in all of these sessions and Habitude lessons.



**FOR MORE INFORMATION**, contact your supervisor or a member of the Human Resources team. Employees may participate in only one “PLP path” per calendar year.

COURSE	AUDIENCE	DURATION	DESCRIPTION
<b>Leading Yourself</b> (PLP1)	For non-supervisory, emerging leaders throughout the company	Four, 90-minute courses/year  Delivered via Teams	Participants will be given reading assignments in <i>Habitudes: The Art of Leading Yourself</i> – each with a series of engaging stories and self-assessment questions. As a group you’ll be led through engaging and thought-provoking discussions.
<b>Leading Others</b> (PLP2)	Those who are leading or influencing others or aspire to lead/influence others	Six, 90-minute courses/year  Delivered via Teams	Participants will be given <i>Habitudes: The Art of Life-Giving Leadership</i> reading assignments, then meet as a group to discuss how to build an effective team, establish priorities and lead with the right attitude.
<b>Driving Culture Through Our People Care Values</b> (PLP3)	For any employee	Four, 90-minute courses/year  Delivered via Podcast + Teams	Participants will be invited to listen to four <i>CareCasts</i> , produced uniquely for Iowa Select Farms. Each podcast will work to unpack how we drive our culture through our people care values of Respect, Accountability, Flexibility and Good Decision- Making throughout the company.



**Iowa Select Farms**  
P.O. Box 400 • Iowa Falls, Iowa 50126  
641-648-4479

