

Todd Thurman

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Professional Experience

SwineTex Consulting Services, Aledo, Texas
Owner/Consultant (June 2017-Present)

Responsibilities:

- Provide consulting services in the area of animal productivity and management of swine production systems

Services Offered:

- Production/Financial Records Analysis
- Business Planning
- System Design
- Barn Site Selection
- Farm Audits
- Troubleshooting
- Development of Employee Incentive Programs
- Staffing and Organizational Structures
- Assistance with Evaluation of and Selection of Suppliers
- Technical Assistance with Due Diligence Projects

Genesis Genetics, Inc., Manitoba, Canada
Global Strategic Account Manager (August 2014-June 2017)

Responsibilities:

- Business to Business Sales, Account Management and Business Development with a focus on the largest 25 accounts in the United States and large, strategic accounts in China.
- Lead account teams for 7 strategic accounts in the United States
- Assist in the development and deployment of marketing strategies designed for US enterprise accounts.
- Business Development and Sales-Southeast Asia with a focus on the Philippines and Malaysia.

Accomplishments:

- Participated in the design and negotiation of a joint venture project with a large state-owned partner in China.

- Developed a sales strategy and marketing campaign focused on large, strategic accounts in the US.
- Expanded operations to a new market for the company, the Philippines.

Cargill Animal Nutrition, Pork Enterprise Group, Coralville, Iowa
Strategic Project Manager (September 2008-July 2014)

Responsibilities:

- Design, develop and implement internal and external business processes to maximize profit
- Design marketing strategies and customer support solutions for enterprise customers throughout North America
- Conduct US-based and on-location executive and production management training for international Cargill employees and customers
- Manage and coordinate technical and business support for international customers and colleagues
- Design and negotiate consulting and sales agreements with international partners and customers

Accomplishments:

- Developed and implemented a business diagnostic/benchmarking software tool for the pork industry-LEVER™
- Developed a weekly E-newsletter summarizing industry profitability and relevant industry news
- Co-developed a cost of production/margin management tool with Cargill Risk Management
- Developed an international live production training program
- Completed a comprehensive market analysis for the US feed industry as part of a multi-disciplinary, multi-species, nation-wide team
- Assisted in a nation-wide market analysis for Russia and China
- Completed targeted and general business evaluations for pork production systems in Brazil, China, Hungary, Jamaica, Mexico, Russia and the Philippines
- Lead a team that completed a comprehensive business plan for a potential joint venture in China

Cargill Animal Nutrition, Consulting Services, Belgorod, Russia
Consulting General Manager (February 2007-September 2008)

Responsibilities:

- Responsible for live production and feed mill management for a new 25,000 sow farrow to finish pork system and dedicated feed mill in Belgorod, Russia
- Direct supervision of a multi-national staff of 5 production managers

- Analyzed customer's financial reports and made recommendations for improvement to the CEO and General Director
- Established production and financial targets and provided recommendations on facility design, genetic selection, pig flow and production record keeping
- Developed a customized biosecurity program for the system
- Instituted a live production training program for 250 Russian employees
- Designed and implemented a performance management process for all production and management personnel

Accomplishments:

- Achieved animal productivity which ranked in the top 10% nationally
- The project team was recognized for outstanding performance at the 2008 President's Forum in Minneapolis, Minnesota
- Quickly developed a network of international resources both within Cargill and outside that allowed us to provide a high level of consulting services

Cargill Animal Nutrition, Pork Enterprise Group, West Branch, IA
Consultant (Aug. 2006-Feb. 2007)

Responsibilities:

- Facilitated communication and collaboration between Cargill's live production, meat processing and nutrition businesses
- Managed a major transition in Cargill's Pork Works Program (Weaned Pig Sales Program)
- Implemented diet design changes and negotiated deals with over 100 toll mill partners to supply feed to Cargill production facilities
- Provided live production and sales support for key consulting customers and special projects

Accomplishments:

- Part of the team that designed and implemented a major re-invention of the Cargill Pork Works Program
- Designed and implemented a flexible, but consistent program for managing ingredient pricing at large numbers of toll milling facilities

Cargill Pork, LLC, Russellville, AR
Sow Business Manager (Dec. 2001-Aug. 2006)

Responsibilities:

- Managed all aspects of sow production for approximately 45,000 sows on 75 contract farms in Arkansas, Oklahoma and Missouri

- Member of the core leadership team that was responsible for determining strategic direction, performance objectives and capital expenditures
- Supervised five direct reports, four indirect reports, three summer interns and 75 contract producers
- Oversight for sow record-keeping bureau which handled all production records for approximately 95,000 sows
- Managed the new hire production training and summer internship programs
- Responsible for achieving financial performance objectives
- Responsible for business development in a three-state geography
- Managed contract administration including new agreements, renewal agreements, transfers of ownership and contract terminations

Accomplishments:

- Increased sow productivity by 20% in four years (an improvement of over 2 Pigs/Sow/Year)
- Reduced cost of goods sold by 10%, which resulted in approximately \$3.2 Million in annual savings
- Achieved record Pigs/Sow/Year two out of the last three years
- Reduced sow mortality by 5%
- Implemented a program to improve on-time submission of production records by 30%
- Directed summer intern research projects that contributed over \$1 Million in annual cost savings and revenue enhancements
- Developed and implemented strategies to restructure the Cargill Pork, LLC business model including new business development and the company-wide roll out of a new production contract strategy
- Developed a comprehensive multi-media Spanish language training program for production workers
- Developed an automated flagging system that quickly and easily identified production issues to be addressed
- Cargill Meat Solutions “Make a Difference” Award Winner

Cargill Pork, LLC, Glenwood, AR

Sow Genetic Multiplication Field Manager (Dec. 2000-Dec. 2001)

Responsibilities:

- Managed Production for 19 contract multiplication sow farms
- Conducted on-farm and classroom training for contract producers
- Responsible for ensuring compliance with environmental and animal well-being policies and regulations

Accomplishments:

- Achieved top area in productivity measured in Pigs/Sow/Year

- Developed electronic production bonus approval system that reduced turnaround time by 50%
- Successfully managed a major, complex genetic transition
- Cargill Pork “Above and Beyond” Award Winner

Cargill Pork, LLC, Glenwood, AR

Nursery/Finishing Genetic Multiplication Field Manager (May 1999-Dec. 2000)

Responsibilities:

- Managed production, biosecurity and genetic selection for 23 contract multiplication nursery and finishing farms
- Conducted on-farm and classroom training for contract producers
- Responsible for ensuring compliance with environmental and animal well-being policies and regulations
- Responsible for development and execution of farm-specific feed budgeting
- Responsible for ensuring effective marketing of animals to processing plant

Accomplishments:

- Achieved top area in productivity measured in % mortality and feed conversion
- Implemented change to cup waterers in nurseries, which reduced water wastage by over 20% and improved intake of water-soluble medications
- Designed and lead a study which resulted in changing from weaning based on weight to weaning based on age

Education

Texas Tech University, Lubbock, TX 1997-1999

- B.S., Animal Science, Production Emphasis
 - Research Assistant at Pork Industry Institute

Clarendon College, Clarendon, TX 1995-1997

- Associates of Science
 - Member of Champion Livestock Judging Team

Professional Training

- Clifton Strengths Finder, September 2008
 - Top Five Themes
 - Futuristic
 - Ideation
 - Strategic
 - Self Assurance

- Competition
- Russian Cultural Training, Cargill Inc., July 2007
- Playing to Win, Pecos River Change Management Group, October 2004
- Spanish Language Immersion Program, Cuernavaca, Mexico, January 2004
- Managing Cultural Divides, Cargill Inc., February 2004
- Root Cause Analysis, The Apollo Group, April 2003
- Professional Communication Skills, Cargill Inc., March 2003
- Coaching Skills, Cargill Inc., March 2002
- People Skills, Cargill Inc., February 2002
- Time Management Skills, Cargill Inc., February 2002

Affiliations & Memberships

- National Pork Producers Council
- Texas Tech Alumni Association
- Past Chairman of Oversight Committee and Industry Advisor, Oklahoma Pork Council
- Past Business Unit Campaign Coordinator, United Way
- Past Volunteering Committee Member, Cargill Cares Council

Technical Skills

- Self-Motivated and Able to Work Independently
- Accustomed to Frequent International Travel
- Outstanding Negotiation Skills
- Ability to Work Effectively in a Variety of Cultural Environments and with People from Many Different Backgrounds.
- Excellent Communication Skills (Written and Verbal)
- Ability to Develop and Maintain Key Internal and External Relationships
- Superior Time Management Skills
- PQA Level III Certification