

TABLE OF CONTENTS

Editor's Introduction

The Human Capital Issue: Ensuring the Future of Food and Agribusiness.....	1
Mary Shelman*, <i>IFAMA President, Boston, USA</i> and Aidan J. Connolly*, <i>Vice President, Alltech, Dublin, Ireland</i>	

CHAPTER 1

Human Capital in Agribusiness: Challenges and Opportunities

Take Action Now to Attract the Next Generation of Agricultural Leaders.....	5
Hugh Grant, <i>Chairman, President & CEO, Monsanto, St. Louis, Missouri, USA</i>	
Where are the Future Farmers to Grow Our Food?.....	9
Hans Jöhr*, <i>Corporate Head of Agriculture, Nestlé Vevey, Switzerland</i>	
Winning the War for Talent.....	13
Gregory J. Duerksen*, <i>CEO, Kincannon & Reed, Waynesboro, Virginia, USA</i>	
The People Question: Creating Global Advantage through Global Talent Initiatives.....	19
T.P. Lyons, <i>CEO, Alltech, Lexington, Kentucky</i> and Aidan J. Connolly*, <i>Vice President, Alltech, Dublin, Ireland</i>	

CHAPTER 2

Attracting, Developing and Maintaining Talent

Agribusiness: A Great Career Opportunity for Talented People.....	27
Vikram Puri, <i>CEO, Mahindra ShubhLabh Services Ltd. Mumbai, India</i>	
Doing More with Less in a Rapidly Changing Discipline: Smaller Agribusiness Faculties Teaching More Students.....	31
Joshua D. Detre, <i>Assist. Prof. LSU, Baton Rouge, Louisiana</i> , and Michael A. Gunderson, <i>Asst. Prof. UF, Gainesville, Florida, USA</i>	
A Dynamic and Flexible Undergraduate Curriculum: Preparing Agribusiness Students for a Continually Changing Agricultural Sector.....	37
Sean P. Hurley, <i>Assoc. Prof.</i> , and Xiaowei Cai, <i>Asst. Prof.</i> , <i>California Polytechnic State University, San Luis Obispo, California, USA</i>	
The Doctoral Program of the French Ministry of Agriculture: An Institutional and Individual Win–Win.....	43
Jean-Joseph Cadilhon, <i>French Ministry of Agriculture, Montreuil-sous-bois, France</i>	
Human Capital Development for the Management of F&A in India.....	47
B.S. Sudarshan Rao, <i>Managing Partner, Food & Agribusiness Management Consulting, Bangalore, India</i>	
Achieving Corporate Learning Excellence.....	51
Martijn F. L. Rademakers, <i>Managing Director, Center for Strategy & Leadership Rotterdam, The Netherlands</i>	
*Conference Presenters, IFAMA 2012 Annual World Forum, Shanghai, China	

CHAPTER 3

Human Capital Development in a Global Industry

Powerful Diversity: Fueling Excellence through Ethnically Diverse Teams.....	57
<i>Ernesto Brovelli, Senior Mgr., Horticulture, Processing & Ingredients, The Coca Cola Co. Atlanta, Georgia, USA</i>	
Developing Human Capital for Agri-Food Firms' Multi-Stakeholder Interactions.....	61
<i>Domenico Dentoni, Vincent Blok, Thomas Lans, and Renate Wesselink, Wageningen Univ., The Netherlands</i>	
An Agribusiness H.R. Issue: Succeeding at Succession in the Family Business.....	69
<i>Frank Bradley, Emeritus Prof., University College Dublin, Ireland; Paul Hill, Chairman, West Liberty Foods, Iowa, and Aidan J. Connolly*, Vice President. Alltech, Lexington, Kentucky, USA</i>	
Inpatriates and Expatriates: Sources of Strategic Human Capital for Multinational Food and Beverage Firms	73
<i>Goudarz Azar, Graduate Student, Uppsala, Sweden</i>	
Cultural Dimensions of Human Capital Development.....	81
<i>Dennis M. Conley*, Professor, Department of Agricultural Economics, University of Nebraska, USA</i>	

CHAPTER 4

Meeting the Needs of a Rapidly Changing World

Human Capital Development for Agricultural Business in Nigeria.....	89
<i>S. T. Penda, University of Agriculture, Makurdi, Nigeria</i>	
Rural Team-Entrepreneurs: An Answer to Innovative, Multi-Disciplinary Human Capital Education.....	93
<i>Judit Katona-Kovács, Asst. Prof. and Noémi Bóta-Horváth, Ph.D Student, University of Debrecen, Hungary</i>	
Linking Agricultural Research with the Agribusiness Community from a Pro-Poor Perspective: The Importance of Human Capital Development.....	103
<i>Laura Donnet, Jon Hellin and Jens Riis-Jacobsen, CIMMYT, Mexico City, Mexico</i>	
Technological Transition and the New Skills Required by the Agribusiness Sector.....	105
<i>Renato Dias Baptista, Asst. Prof., Univ. Estadual Paulista, Costa Lopes, Brazil</i>	

CHAPTER 5

Innovation in Practice

Building a Talent Pipeline: Development of the 'Alltech Mini-MBA'	113
<i>Aidan J. Connolly*, VP Alltech and Kate Phillips-Connolly, Dublin, Ireland</i>	
Human Capital Formation for Agribusiness: The Case of Zamorano University.....	121
<i>Ernesto Gallo, Prof., Zamorano University, Honduras and Michael A. Boland, Prof. Univ. Minnesota, USA</i>	
Dealing with Cultural Differences in Public-Private R&D Projects: The Experience of the Australian Seafood Sector.....	127
<i>Domenico Dentoni, Asst. Prof. Wageningen Univ., The Netherlands and Francis English, Researcher, The University of Adelaide, South Australia</i>	
The PMA Foundation for Industry Talent.....	133
<i>Margi Prueitt, Alicia Calhoun, PMA Foundation for Industry Talent, Newark, Delaware, USA, and Marianne van der Laarse, PMA, South Africa</i>	