People Globally and a Common Language
Agenda

• Introducing Novus

• Trust and Clarity:
  Linking Individual Accountabilities to Organizational Goals

• Managerial Practices:
  Creating a Common Language and Toolset

• Structure and Staffing:
  The Right People in the Right Roles
The Novus Story

• Born in 1991 out of the **Scientific Heritage** of Monsanto
• **Growing** under Mitsui and Co. (USA) Inc. and Nippon Soda Co, Ltd.
• **Multiple Product Families** Based on Science
• Portfolio Leveraged **Across Multiple Species in Global Markets**
• Team of **Industry Experts** with Deep Market Knowledge
• Programs Designed to **Address Customer ROI and Challenges**
About Novus

- Sales totaling near $1 billion USD
- Over 600 employees around the world
- Conducting business in over 90 countries
- Serving more than 2,500 customers globally
Vision, Mission & Core Values

**Vision**
To help feed the world affordable, wholesome food and achieve a higher quality of life.

**Mission**
Make a clear difference in sustainably meeting the growing global needs for nutrition and health.

**Core Values**
- Maximize Long-Term Customer Satisfaction
- Provide Products with Demonstrable Value
- Act with Integrity
- Protect Our Employees, the Public and the Environment
- Seek Excellence from all Employees
Market Drivers

- Performance
- Animal Well-Being
- Environment
- Food Safety
Novus Scholar Program Around the World:

Novus scholarships and partnerships support research and work of students and professors who are leading the agriculture industry:

- China—8 leading agricultural universities, four graduate scholarships
- India—Bombay Veterinary College partnership
- Mozambique—Sponsor of AWARD program
- South Korea—Pukyong National Universities College of Fisheries, two scholarships
- Thailand—Kasetsart University scholarship for Masters in Poultry Nutrition
- Vietnam—Nog Lam University two scholarships through Aqua Research Faculty
- United States—University of Arkansas: endowed Chair in Poultry Science and Auburn University scholarships
Case Study: Graduate Student Career Development

- Novus and Texas A & M
- Career Opportunities Provided to Graduating, Master’s-Level Students
  - Students Selected Based on Academic Achievement and Panel Interview
- 6 Graduated Students Successfully Pursuing Careers at Novus Today
  - Variety of Academic Disciplines Represented in Talent Pool
  - Working in a Diverse Range of Roles at Novus
Introducing Novus
Trust and Clarity: Linking Individual Accountabilities to Organizational Goals

- Emphasis on Clarity About Roles and Responsibilities
- Strategic Goals Link Directly to the Individual Level
- Novus Management System (NMS) Supports Individual Understanding of How to Navigate within Goal Framework
- NMS Provides a Common and Consistent Global Framework for Individual Accountability, Communication & Achieving Common Goals
- NMS Has Been in Place for 20 Years and Provides a Platform for Continued Global Growth and Diversification
Long-Term Strategy & Critical Success Factors

- **Growth**
  - 3 Year Objectives
  - Short-term Goals (12-18 months)

- **Profitability**
  - 3 Year Objectives
  - Short-term Goals (12-18 months)

- **People**
  - 3 Year Objectives
  - Short-term Goals (12-18 months)

- **Reputation**
  - 3 Year Objectives
  - Short-term Goals (12-18 months)

Individual Key Accountabilities
Trust and Clarity: Linking Individual Accountability to Organizational Goals
Managerial Practices:
Creating a Common Language and Toolset

- NMS Establishing Framework for Employees to Understand How They Fit in the Organization
- Systematic, Consistent Approach for Communicating within Hierarchy of Novus
- NMS with Support from the Novus Integrity System provides Common Culture of Ethical Behavior, Globally
- Training and Development Reinforces NMS and Builds Skills
- Technology Bridges the Global Gap: eLearning, Online Collaboration, SAP in the Future
Managerial Practices:
Creating a Common Language and Toolset
Structure and Staffing: The Right People in the Right Roles

- Processes for Selection and Talent Pool Management Critical to Sustained Organizational Success

- At Novus, This Begins with Role Definition

- Complexity of Information Processing Tool Aligns Individual Capability with Roles

- Individual Responsibilities Related to Roles Defined Through Key Accountabilities Document

- All Key Accountabilities are Built on a Foundation of: Quantity, Quality, Time and Resources Required for Completion

- Personal Effectiveness Appraisal Provides Ongoing Evaluation Based on Progress Towards Key Accountabilities
Structure and Staffing:
The Right People in the Right Roles
Thank You!

Merci  Gracias  ขอบคุณ  Merci  Gracias ขอบคุณ

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Asante sana  obrigado 谢谢  Asante sana  obrigado 谢谢

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