



## Leaders of Tomorrow Panel Discussion

*Alex Corbishley, Director, Meat and Seafood, Target Corporation*

*Ruben Amaya, Procurement Manager-Meat Deli & Seafood-Southern California Division, Albertsons*

*Anthony Frenza, Pacific Northwest Sales, Superior Farms*

*Kelsy Olson, Associate Brand Manager, Smithfield Foods*

- 1. How important is it to you to have a clearly defined career path for growth versus more of a Generalist mentality where you may move around to many different areas of a business without a defined step by step “ladder” to the top?**

**AF:** I believe it is very important that an employer can clearly define a career path for each employee. The companies that are able to do this will see less turn over and also receive better results from their employees. It will give the employee objectives to reach in order to grow within their organization.

- 2. Anthony mentioned working remotely as a benefit. If one works remotely, does that limit the opportunity for learning and mentorship from more experienced employees?**

**AF:** I personally do not believe that working remotely, limits the opportunity for learning and mentorship. It takes intentionality from his or her superior to call, email, and or visit to make time to invest in an employee who works remotely. When I first started at Superior Farms, my supervisor called each day to see how I was doing. He listened to problems I was facing out on the field and questions I had in my region. His intentionality made a difference in how I was trained and invested in as an employee.

- 3. What current or future trends are you excited about and would like to see producers focus on?**

**AF:** I am excited about how new technology will continue to enhance our industry and allow us to make production more sustainable and better for the environment.

**4. What have you gained by being at this Conference? Worth the investment your company made to send you?**

**AF:** I learned a lot from each session and was able to make valuable connections with others in the industry. Yes, this conference was worth the investment. I thoroughly enjoyed my time at the Meat Conference.

**5. There are less young people coming up through the meat cutter ranks. Is this a good thing/bad think? Why?**

**AF:** From my personal experience, it seems like companies prefer to hire more seasoned workers in the meat industry than someone fresh out of high school or college. If companies value young talent, they will put in the work to invest in young people coming out of high school and college.

**6. As being identified as a leader in your organization, how are you developing other leaders?**

**AF:** I allow myself to be available for anyone that needs help or has questions. I am still learning myself and believe we can all benefit from one another.

**7. How would each one of you describe your leadership styles?**

**AF:** I like to coach from behind the scenes. The best way anyone can learn is doing it firsthand. I am available for advice/ help, but I rely on my team members to make the decision.

**8. What are the one or two things that employers are underutilizing with you?**

**AF:** In my previous work experiences, employers underutilized my ability to learn quickly. I would recommend companies not to underestimate young talent. They may surprise you with an ability you didn't know they had.

**9. What do you feel your generation is looking for in a company? Speaking specifically of company values, growth and team structure?**

**AF:** A company that they can align their personal beliefs with. A company that cares about the environment, the people in the organization, and making a difference in people's lives. It is important that companies invest in its people. (Ex.- Starbucks helps its workers pay for college) Investing in people is crucial.

**10. Retention is such a big problem in our industry. Other than compensation, what are the 1 -3 controllable things that employers can do to keep you?**

**AF:** Be willing to listen to problems when they arise. Be available when new hires have questions. Be willing to put in extra hours to help those who need it. Training is key when people come on board to the meat industry. There is a lot to learn and be prepared to answer a lot of questions. Patience is very important.

**11. What do you think are some of the most common misconceptions about the Millennial generation?**

**AF:** That we are lazy and not willing to put in hard work at our jobs. If you hold to this misconception, you will miss out on talent for your organization.