

# Developing Future Leaders for the Equine Industry

## Management and Leadership Methods

### 11:067:413

**Emil Sadloch, President, Sadloch Development Associates, Rutgers School of Environmental and Biological Sciences and Rutgers Center for Management Development**  
**Dr. Karyn Malinowski, Director, Rutgers Equine Science Center**

**Course Description:** This short course is designed for individuals involved in the equine industry and agricultural-related business. Students will develop skills in a variety of areas including interpersonal communications, decision-making, and conflict management.

The skills which students acquire can be used to improve and enhance involvement not only in equine industry but also in community and governmental organizations.

**Course Learning Goals:** The overall purpose of the course is to provide leadership development training for the equine industry and agricultural-related businesses. As a result of taking this course, students will:

- Identify an equine network throughout the state
- Enhance interpersonal communication skills
- Sharpen decision making skills
- Develop skills in conflict management
- Develop skills in building effective legislative relationships
- Develop skills in coalition building

### Course Syllabus – January 7, 2014

		<u>Facilitator</u>
8:30-9:00	Welcome, Course Review, Objectives and Agenda	Emil Sadloch
9:00-10:00	Overview of the Equine Industry	Karyn Malinowski
10:00-10:30	Management and Leadership: What's the Difference?	Emil Sadloch
10:30-10:45	Break	
10:45-11:30	Networking and Building Relationships Dan Kramer, Founder, Veterinary-Health Marketing and CEO Equine Nutraceuticals	Karyn Malinowski
11:30-12:15	Building Effective Relationships with Legislators Barbara DeMarco, Vice President, Porzio Governmental Affairs	Karyn Malinowski
12:15-1:15	Lunch	
1:15 – 2:00	Conflict Management	Emil Sadloch
2:45-3:00	Break	
3:00-4:15	Leadership Decision Making Strategies <i>Small Group Exercise</i>	Emil Sadloch
4:15-4:30	Challenges to the Equine Industry <i>Small Group Exercise</i>	Karyn Malinowski

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4:30-5:00	Summary, Debrief and Process, and Assign homework.	Emil Sadloch
<b>Course Syllabus, January 9, 2014</b>		
		<b><u>Facilitator</u></b>
8:30-8:45	Welcome and Review Agenda	Emil Sadloch
8:45-10:00	The Leadership Challenge	Emil Sadloch
10:00-10:15	Break	
10:15-11:00	Strategic Thinking: Analyzing the Industry <i>Small Group Exercise</i>	Emil Sadloch
11:00-12:00	Legal Issues of Importance to the Equine Industry: Lessons in Leadership Liz Durkin, Esq. The Durkin Law Firm, LLC	Karyn Malinowski
12:00-12:45	Lunch	
12:45-1:30	Nuts and Bolts of Building Coalitions Jerry Baron, National Director IR-4	Karyn Malinowski
2:00-2:15	Break	
2:15-3:00	Challenges of Being a Leader –Importance of Working Together to Ensure A Sustainable Horse Industry <b><u>Panel Presenters:</u></b> Thomas Luchento, President, Standardbred Breeders and Owners Association-NJ, Jason Settlemoir, CEO/GM Meadowlands Racing and Entertainment, Assemblyman Ronald Dancer, Legislative District 12	Karyn Malinowski
3:00-4:00	Building a Coalition in the Equine Industry <i>Small Group Exercise</i>	Emil Sadloch
4:00-4:30	Summary, Evaluation and Closing Comments	Karyn Malinowski

**Homework Assignment** (*For the CREDIT undergraduate students only*): Develop a plan to build a coalition within the equine industry in order to address one of the challenges identified during this course. Develop a unified message for the equine industry and incorporate a plan to communicate and deliver this message. Email papers to [Malinowski@aesop.rutgers.edu](mailto:Malinowski@aesop.rutgers.edu) by **Friday, January 17, 2014**.

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