Developing Future Leaders for the Equine Industry
Management and Leadership Methods

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

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
<th>Facilitator</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:30-9:00</td>
<td>Welcome, Course Review, Objectives and Agenda</td>
<td>Emil Sadloch</td>
</tr>
<tr>
<td>9:00-10:00</td>
<td>Overview of the Equine Industry</td>
<td>Karyn Malinowski</td>
</tr>
<tr>
<td>10:00-10:30</td>
<td>Management and Leadership: What’s the Difference?</td>
<td>Emil Sadloch</td>
</tr>
<tr>
<td>10:30-10:45</td>
<td>Break</td>
<td></td>
</tr>
<tr>
<td>10:45-11:30</td>
<td>Networking and Building Relationships</td>
<td>Karyn Malinowski</td>
</tr>
<tr>
<td></td>
<td>Dan Kramer, Founder, Veterinary-Health Marketing and CEO Equine Nutriceuticals</td>
<td></td>
</tr>
<tr>
<td>11:30-12:15</td>
<td>Building Effective Relationships with Legislators</td>
<td>Karyn Malinowski</td>
</tr>
<tr>
<td></td>
<td>Barbara DeMarco, Vice President, Porzio Governmental Affairs</td>
<td></td>
</tr>
<tr>
<td>12:15-1:15</td>
<td>Lunch</td>
<td></td>
</tr>
<tr>
<td>1:15 – 2:00</td>
<td>Conflict Management</td>
<td>Emil Sadloch</td>
</tr>
<tr>
<td>2:45-3:00</td>
<td>Break</td>
<td></td>
</tr>
<tr>
<td>3:00-4:15</td>
<td>Leadership Decision Making Strategies</td>
<td>Emil Sadloch</td>
</tr>
<tr>
<td></td>
<td>Small Group Exercise</td>
<td></td>
</tr>
<tr>
<td>4:15-4:30</td>
<td>Challenges to the Equine Industry</td>
<td>Karyn Malinowski</td>
</tr>
<tr>
<td></td>
<td>Small Group Exercise</td>
<td></td>
</tr>
</tbody>
</table>
Developing Future Leaders for the Equine Industry
Management and Leadership Methods
11:067:413

4:30-5:00 Summary, Debrief and Process, and Assign homework. Emil Sadloch

Course Syllabus, January 9, 2014

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 Small Group Exercise Emil Sadloch
11:00-12:00 Legal Issues of Importance to the Equine Industry: Lessons in Leadership Karyn Malinowski
Liz Durkin, Esq. The Durkin Law Firm, LLC
12:00-12:45 Lunch
12:45-1:30 Nuts and Bolts of Building Coalitions Karyn Malinowski
Jerry Baron, National Director IR-4
2:00-2:15 Break
2:15-3:00 Challenges of Being a Leader –Importance of Working Together to Ensure Karyn Malinowski
A Sustainable Horse Industry Panel Presenters:
Thomas Luchento, President, Standardbred Breeders and Owners
Association-NJ, Jason Settlemoir, CEO/GM Meadowlands Racing and
Entertainment, Assemblyman Ronald Dancer, Legislative District 12
3:00-4:00 Building a Coalition in the Equine Industry Small Group Exercise 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 by Friday, January 17, 2014.

LOCATION: SADDLE SHOP - 282 Route 539 Cream Ridge, NJ 08514

Telephone: 609-758-7267
KM cell 732-718-4236
Developing Future Leaders for the Equine Industry
Management and Leadership Methods
11:067:413

INSTRUCTORS / SPEAKERS

Jerry Baron
National Director IR-4
500 College Road East, Suite 201W
Princeton, NJ 08540
Telephone: 732-932-9575 ext 4605
jbaron@aesop.rutgers.edu

Assemblyman Ronald Dancer
405 Rt 539
Cream Ridge, NJ 08514
Telephone: 609-758-0205
asmdancer@njleg.org

Barbara DeMarco
Vice President, Porzio Government Affairs
Phone: 609.396.6100 x12
Cell: 609.306.7555
bdemarco@porziogov.com

Liz Durkin, Esq.
The Durkin Firm, LLC
Telephone: 609-396-6100 x12
ldurkin@durkinfirm.com

Dan Kramer
Veterinary Health Marketing
Dan@Veterinary-Health.com

Thomas Luchento
President
Standardbred Breeders and Owners Association
64 Business Route 33
Manalapan, NJ 07726
Telephone: 732-462-2357
lucento@aol.com

Karyn Malinowski, Ph.D.
Director
Rutgers Equine Science Center
57 US Hwy 1, ASB II
New Brunswick, NJ 08901
Telephone: 848-932-9419
Malinowski@aesop.rutgers.edu

Jason Settlemoir
CEO and General Manager
Meadowlands Racetrack
50 State Route 120
East Rutherford, NJ 07073
Telephone: 201-460-4025
jsettlemoir@NEWMRACING.COM

Emil Sadloch
President, Sadloch Development Associates
9 East School Lane
Yardley, PA 19067-3234
Telephone: +1 215 736-8869
E-mail: emil@sadloch.com

Karyn Malinowski, Ph.D.
Director
Rutgers Equine Science Center
57 US Hwy 1, ASB II
New Brunswick, NJ 08901
Telephone: 848-932-9419
Malinowski@aesop.rutgers.edu