Kansas Cooperative Council

Course 1

The Director's Role & Responsibilities in Today's Cooperative

Monday, December 14, 2026

8:30 a.m.	Section 1	**Introduction and Principles of Cooperatives** *Dr. Brian Briggeman* *Arthur Capper Cooperative Center*
	BREAK	
	Section 2	**Legal Foundations & Responsibilities** *Eric Steinle* *Martindell Swearer Shaffer Ridenour, LLC*
12:00 p.m.	LUNCH	
1:00 p.m.	Section 3	**Legal Foundations & Responsibilities** *Eric Steinle* *Martindell Swearer Shaffer Ridenour, LLC*
	BREAK	
	Section 4	**Getting Over Ourselves: How to put egocentrism to work in everyday leadership. Lessons in Communication** *Dr. Colene Lind*
4:00 p.m.		**Take Aways and Wrap-Up** Dr. Brian Briggeman

Reminder: Reception & Trivia Night begins at 4:30 p.m.

Co-op

Course 2

The Director's Role in Cooperative Financing

Tuesday, December 15, 2026

8:00 a.m.	Section 1	**Cooperative Finance Foundations** *Dr. Brian Briggeman* *Arthur Capper Cooperative Center*
	BREAK	
	Section 2	**Cooperative Finance Analysis** *Gabe Schlickau & Tobias Carson* *CoBank*
	Section 3	**Financial Analysis Workshop** *Gabe Schlickau & Tobias Carson* *CoBank*
	Section 4	**Income Distribution Strategies** *Dr. Brian Briggeman* *Arthur Capper Cooperative Center*
12:00 p.m.	LUNCH	
1:00 p.m.	Section 4	**Income Distribution Strategies** *Dr. Brian Briggeman* *Arthur Capper Cooperative Center*
	BREAK	
2:30 p.m.	Section 5	**Equity Management Strategies** *Dr. Brian Briggeman* *Arthur Capper Cooperative Center*
3:30 p.m.		Adjourn

Course 3

The Director's Role in Planning & Control

Monday, December 14, 2026

8:30 a.m. Section 1 **Director's Role in Strategic Planning**

- Why Strategic Planning?
- Group Breakout Session #1 – Strategic Mindset / Actions
- Your Strategy Needs a Culture – Clarity, Cohesion & Execution
- Key Elements of Effective Strategy
- Group Breakout Session #2 – Life Cycle Analysis
- Cadence of Accountability – Tracking, monitoring and adjusting

Eric Coet, Strategic Practice Leader
Peak Solutions

Note – there will be a 15-minute break during the morning session

12:00 p.m. LUNCH

1:00 p.m. Section 2 **Director's Role in Internal Controls – Outside Sources**

- How to identify what you don't know?
- How to calculate financial impact/buffer?
- Group exercise – Judge probability and impact.

Mark Keoghan, Senior Relationship Manager – CoBank

2:15 p.m. BREAK

2:30 p.m. Section 3 **Director's Role in Internal Controls – Inside Sources**

- Grain Risk Policy
- Credit Risk Policy
- Cash Management
- Wrap-up exercise

Mark Keoghan, Senior Relationship Manager – CoBank

Reminder: Reception & Trivia Night begins at 4:30 p.m.

Course 4

CEO Performance Planning & Evaluation

Tuesday, December 15, 2026

8:00 a.m.		**Introductions/Welcome** *Sara Kepley, ProValue HR Consulting*
	Phase 1	**Planning for Success:** **CEO Job Descriptions & Developing Performance Expectations** *Sara Kepley, ProValue HR Consulting*
9:30 a.m.	BREAK	
9:45 a.m.	Phase 2	**Developing an Evaluation Tool:** **Creating & Implementing Your Own CEO Evaluation Tool** *Sara Kepley, ProValue HR Consulting*
	Phase 3	**Communication:** **Strategies for Creating Open Communications between the Board and the CEO to Aid in Performance Evaluation** *Sara Keple, ProValue HR Consulting*
	Phase 4	**CEO Compensation Strategies:** **Evaluating Base Pay, Incentive Pay & Other Executive Level Pay Arrangements** *Sara Kepley, ProValue HR Consulting*
12:00 p.m.	LUNCH	
1:00 p.m.	Phase 5	**CEO Employment Contracts:** **The Pro's and Con's in Today's Business Environment** *Eric Steinle, Attorney-at-Law* *Martindell, Swearer, Shaffer, Ridenour, LLP*
1:45 p.m.	BREAK	
2:00 p.m.	Phase 6	**Managing Difficult Performance Scenarios** *Sara Kepley, ProValue Insurance*
2:30 p.m.	Phase 7	**CEO Succession Readiness** *Sara Kepley, ProValue Insurance*
3:00 p.m.	Phase 8	**Recruiting, Selecting & Transitioning a New CEO** *Sara Kepley, ProValue Insurance*
3:30 p.m.		**Adjourn**

Kansas Cooperative Council

DDP COURSE 5

LEADING THE NEXT FRONTIER: INNOVATE, ADAPT, EXCEL

Monday, December 14, 2026
8:30 a.m. to 4:30 p.m.

Drury Plaza Hotel Broadview, Wichita, KS

Join us for a full day built to sharpen the skills today's co-op directors need. Start the morning with a hands-on introduction to AI and "vibe coding," where you'll learn to prompt AI tools to build almost anything, then put it into practice in a live workshop. After lunch, dig into the economic forces shaping your business as Scott Shellady, "The Cow Guy," unpacks the price of money and its ripple effects, and Tom Leffler of Leffler Commodities shares his market outlook. Finish the day with Andrew McRae on how your co-op can communicate its true value to members and the community. You'll leave with practical tools, fresh perspective, and connections with fellow directors. Reserve your seat today!

AGENDA ON REVERSE SIDE.

Co-op

COURSE 5 AGENDA

LEADING THE NEXT FRONTIER: INNOVATE, ADAPT, EXCEL

MONDAY, DECEMBER 14

8:30 am	**Welcome** Russell Plaschka, Kansas Cooperative Council
9:00 am	**An Introduction to Vibe Coding: Prompting the AI to build anything.** Vance Crowe, Legacy Interviews
10:00 am	**Break**
10:25 am	**Part 2: Hands-on AI Workshop** Vance Crowe, Legacy Interviews
11:30 am	**AI Q & A**
12:00 pm	**Lunch**
1:00 pm	**The Price of Money and the Associated Economic Impacts** Scott Shelladay, "The Cow Guy"
2:00 pm	**It's Got to Go Higher**. Tom Leffler, Leffler Commodities LLC
2:45 pm	**Break**
3:00 pm	**What Message Is Your Co-op Communicating? - "Strategies co-ops use to demonstrate their true value.** Andrew McCrea
4:00 pm	**Course Wrap-Up**

SPEAKER HIGHLIGHT

Vance Crowe

Vance Crowe is a speaker and communication strategist who helps organizations navigate distrust, disagreement, and change. He has spoken to more than 300,000 people worldwide on negotiation, storytelling, and high-stakes communication. His background includes leadership roles with Monsanto and the World Bank, as well as service in the Peace Corps. Vance hosts the Vance Crowe Podcast, created the Interest-Based Communication negotiation program, and founded Legacy Interviews.

Scott Shellady

Mr. Shellady is a seasoned global finance professional with extensive experience in equities, commodities, futures, and options trading across North America, Europe, and Asia. He built and led successful trading operations for major financial firms, held senior leadership roles with Deutsche Bank, Mizuho, and pioneering electronic trading company patsystems plc, helping guide its successful public listing.

After nearly 16 years in London, he returned to his family's agricultural and investment roots in Illinois. Today, he is widely recognized as "The Cow Guy," appearing on RFD-TV, CNBC, Bloomberg, CNN, BBC, and Fox Business, where he provides market analysis and agricultural commentary.

Tom Leffler

Tom was raised on a diversified farming and cattle operation in Lyon County where he was part of the 3rd generation operating Leffler Farms. Since 1991 Tom has been a commodity broker and market analyst working with mainly agricultural clients. Tom and his wife Patty own Leffler Commodities and Leffler Ag Consulting in Augusta. Tom has done countless market seminars for banks, grain elevators, county agents, etc. Tom also does market reports on WIBW, KFRM, KNSS, Kansas Ag Network, First Oklahoma Ag, Rural Radio on Sirius XM, and RFD-TV. Tom and Patty have 3 grown children, 7 grandchildren and 4 great grandkids.

Andrew McCrea

Farmer and rancher...nationally syndicated television and radio broadcaster...popular speaker... it's a unique combination of roles that makes Andrew McCrea's message captivating. Since 1996 Andrew has traveled the nation, producing the "American Countryside" features that are heard and seen on over 125 radio stations and national television. In addition, he produces many weekly and custom broadcasts for Farm Journal Broadcasting and agricultural companies.

He continues to actively manage and work on his family's farm and ranch in northwest Missouri He has provided leadership programs for groups from coast-to-coast, addressing audiences of over 10,000 people. He believes in building strong communities. He is the past chairman of the Community Foundation of Northwest Missouri, a former three-term elected member of the public school board and an active member of numerous boards and organizations.