



Plotting a Successful Path in the Seed Industry **Best Practices in Career Development for FuSE Members**

Presented by Jon Leafstedt, Managing Partner, and David G. Jensen, Managing Director, Kincannon & Reed Global Executive Search; and Eric Spell, President, AgCareers.com.

Do you ever wonder what senior executives are looking for when they promote someone from within? Or what those same senior executives send to recruiting firms as their “must have’s” for new management hires? What about how to utilize the knowledge and experience of those senior leaders through mentorship?

Mystery solved! In this webinar, two Kincannon & Reed recruiters and the AgCareers.com president will answer these questions and more!

Kincannon & Reed will share their insights about how careers typically develop in the seed industry; how and why certain people are selected to move up the ladder and what the top things are that you can do *right now* to assure you have a better chance at the next management level opportunity when it presents itself. In addition to an opportunity to pick up these executive recruiter insights, you’ll learn:

- How and when to toot your own horn
- When to participate in a special project for maximum visibility
- How to participate in a meeting for maximum effectiveness
- Tips for managing your boss
- How to be politically astute without playing politics
- How to be a star without alienating your teammates
- How to build networks, internal and external, to help you perform your job better

AgCareers.com president, Eric Spell, will share the in-and-outs of mentorship, its importance in the workplace and effectiveness in career development--specifically providing insight on following questions:

- What is mentorship in the workplace?
- How do you build an effective mentoring relationship?
- What is the role of the mentor and mentee?
- How/when do you utilize a mentor?

Join Jon, Dave and Eric in this FuSE-sponsored webinar and you are sure to come away with ideas that you can put into action *today* to start increasing the odds of climbing the executive ladder smoothly and well-planned.

Speaker Biographies

Jon Leafstedt, managing partner, Kincannon & Reed

Leafstedt has served in wide-ranging executive roles in global agribusinesses and development-stage technology companies. Most recently, Leafstedt headed Chromatin, Inc., a plant biotechnology firm, and led its successful turnaround. He has previously served as president and COO of Phytodyne, Inc., a venture capital-backed biotechnology company responsible for worldwide intellectual property and regulatory efforts for nutritional ingredient manufacturer Kemin Industries. Prior to these posts, Leafstedt led state governmental affairs programs for the agrichemical businesses for BASF/American Cyanamid, preceded by an early career specializing in field sales and marketing management in Cyanamid's animal health products department. A leader in numerous national and state industry organizations, Leafstedt has chaired the Iowa Biotechnology Association and was a committee leader at the Animal Health Institute, American Feed Industry Association, and American Crop Protection Association (now CropLife America). He is an honors graduate of the University of Iowa's MBA program and the Animal Science program at South Dakota State University, and has served as an adjunct professor at the University of Iowa MBA program.

David Jensen, managing director, Kincannon and Reed

Jensen has nearly 30 years of experience in executive search for companies specializing in biotechnology, pharmaceuticals, research products, medical devices and nutraceuticals, as well as academic research. He is the founder and former CEO of two executive search firms focused on life sciences—Search Masters International (now part of a \$4.4 billion human resources organization) and CareerTrax Inc. In 1983, Jensen established a life sciences practice for a leading Arizona search firm. His monthly column, "Managing Your Career," has been a visible part of the biotech industry for nearly 20 years and is now featured in each issue of *Contract Pharma* magazine, where Jensen is a contributing editor. A popular speaker at biotechnology events, Jensen has delivered keynote presentations or workshops for the National Institute of Health, the Environmental Protection Agency, the Karolinska Institute, Princeton and Harvard Universities, and regional affiliates of the Biotechnology Industry Organization, such as MassBio, SoCalBio and BayBio. For more than a decade, Jensen has authored a popular monthly column for scientists at the AAAS website, publishers of *Science* magazine.

Eric Spell, president, AgCareers.com

Spell has more than 19 years of experience in agribusiness leadership and strategic recruitment. Growing up on a row crop farm in eastern North Carolina, Spell's passion for agriculture flourished and has continued to grow throughout his professional ventures. Spell's extensive background in training, recruiting and consulting have helped him to build and lead a top online career site and human resource service provider for the agriculture, food, natural resources and

biotechnology industries. Spell is an active member within his community. He and his wife, Sharon, live in Clinton, North Carolina with their three children, Bailey, Logan, and Kendall.