



Teamwork makes the dream work

Jan Lyder Hansen
Production Manager



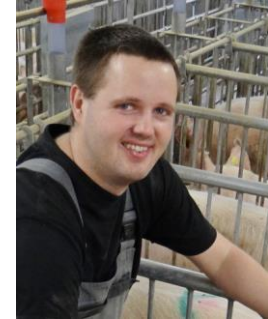
DANISH GENETICS
PARTNER 



Who am I?

Jan Lyder Hansen

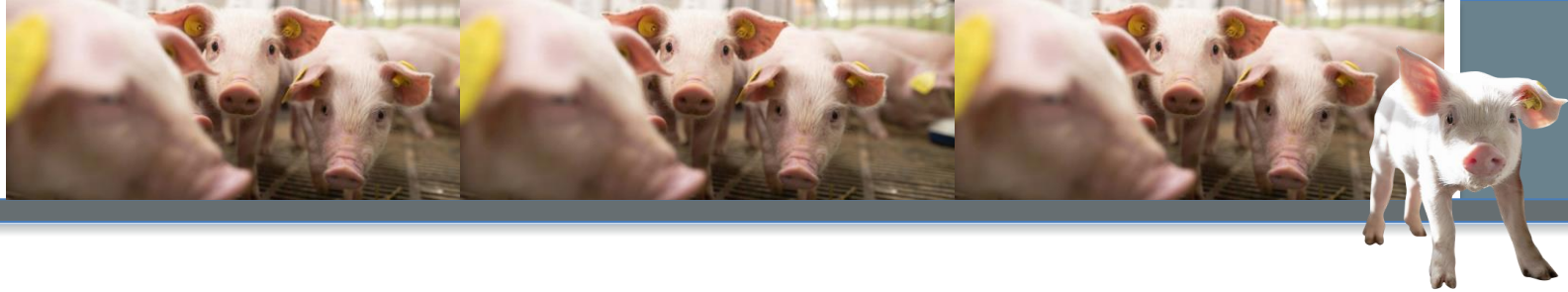
- Trained and certified farmer with an Agricultural Economist degree
- Production Manager at Kokkenborg – employed since 2007
- **Kokkenborg ApS** – Southern Funen – Kirkeby, just north of Svendborg
- Multiplication herd with 1,700 YY sows and a production herd with 670 LY sows
- Sales of LY and YY gilts to both Danish and international customers
- Production of weaned pigs and finishers – 30 kg – primarily for Danish buyers. Some export.





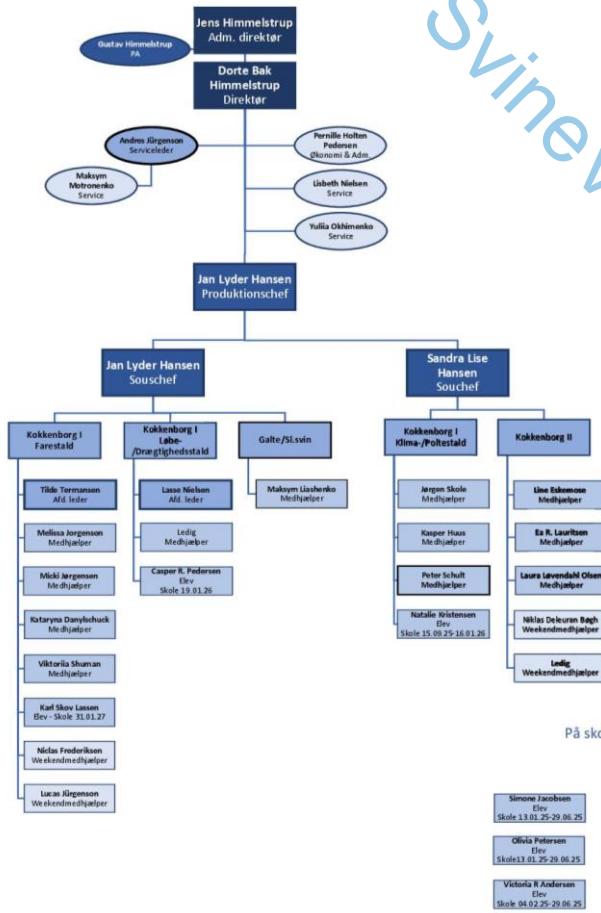
Kokkenborg

- 30 employees
- International company – approximately 75% Danish and 25% international colleagues
- 2–6 students in the danish farmers education system – typically 3 Interns in the farm
- Stable core team of employees, with several celebrating 5-, 10-, and 15-year anniversaries
- A clear commitment to creating an attractive workplace: *“A workplace where we would want to work ourselves – and where we would want our children to work.”*
- Building a culture where both employees and the company give a little more than they take.
- We value our employees – we’re actually incredibly proud of them and see them as a key part of the company’s foundation. We make sure to communicate this.
- We stand firm on the right to diversity – we see opportunities and potential. DISC profiles – *“making each other better.”*

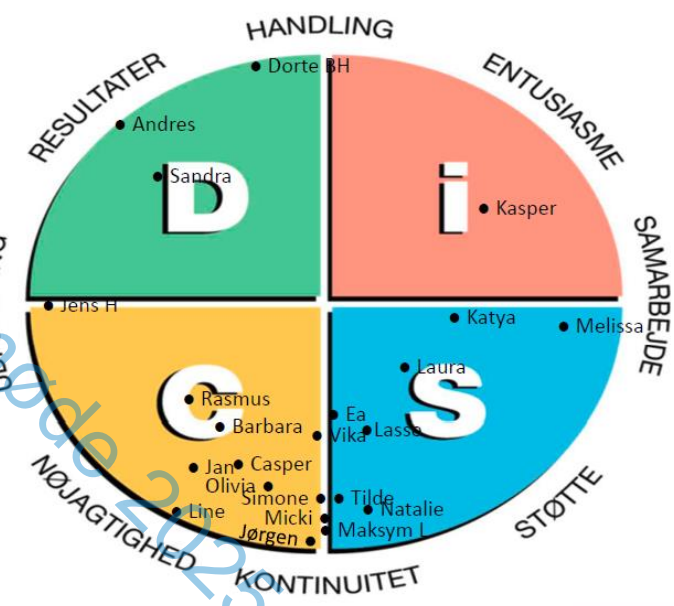


Organisationsplan

01.01.25



På skole:



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What we expect from everyone

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"We expect you to come"

"We expect you to reflect"

"We expect you to be interested"



Kokkenborg's three keypoints

- Clarity
- Trust
- Security

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Kokkenborg's framework and culture

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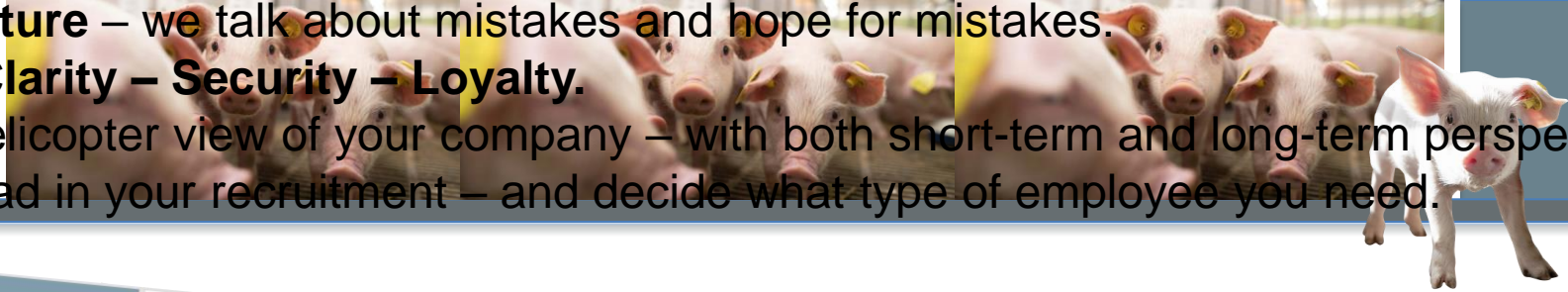


Kokkenborg's toolbox



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Error culture – we talk about mistakes and hope for mistakes.
Trust – Clarity – Security – Loyalty.
 Take a helicopter view of your company – with both short-term and long-term perspectives
 Stay ahead in your recruitment – and decide what type of employee you need.



Look for "Guessing Games" – eliminate them whenever possible

Things that recur repeatedly – systematize them, write them down, and avoid reinventing "the wheel" over and over again.

Clear and familiar frameworks for the "playground", within which there is "free play".

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Clarity – trust – security - loyalty

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Stay ahead in your recruitment – and decide what type of employee you need



* har medtaget de nye job køk i
 ** = medarbejdere der har været på arbejde
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Thank you for your
attention 😊

Any questions?