

# JAMES R. SHEARL

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## SUMMARY

A seed industry Executive with more than 35 years of successful experience in quality assurance, and corporate business leadership. Proficient in organizing and developing Quality Management Systems (QMS). Expertise includes:

- Executive Leadership
- Phytosanitary seed movement
- Product Development & Launch
- Quality Management Systems ISO 9001
- Preventive Action –Risk Reduction
- Continuous Improvement
- Strategic and Operational Planning
- Employee Training & Empowerment
- Root Cause Analysis
- Seed Policy
- Technology Agreement Compliance
- Excellence Through Stewardship audits

## PROFESSIONAL EXPERIENCES

### CEO-JR Shearl & Associates, Inc.

**2018-present**

Shearl leads a creative approach to developing Quality Management System (QMS); top down buy-in to the program and department and team leaders are coached on how to write their QMS documents. This creates pride and internal buy-in. His programs focus on entry level and middle management to help them develop and surface as leaders.

Shearl does a program called Finding Future leaders.

He also presents a four-part training program based on the book Good to Great which brings forward ideas to keep great companies strong.

### AGRELIANT GENETICS, LLC, Westfield, IN

**2005-2018**

A corporation of multi-brands at the time ranked 3<sup>rd</sup> in the US in corn sales and 7<sup>th</sup> in soybean sales.

AgReliant focuses on both direct and retail sales through multi- brands in the US and Canada.

AgReliant has an excellent private breeding program. It couples that breeding program with public seed genetics and technology traits to offer farmers a winning line-up of products.

#### ***Director of Quality Assurance***

Responsible for seed quality and the quality management system for all seed products grown and sold in North America. This included the import and export of seed and germplasm.

Led the QA department using a strategic plan to detail all quality inspections, sampling, testing, and quality control review.

Coordinated a companywide quality plan that focused on process training and safety. The process training led to a reduction in errors and has helped stabilize per unit costs.

Gave leadership to the corporate customer service call program. This program data bases customer complaints and assesses them to improve customer satisfaction.

Auditing- Organized a QMS auditing program across the corporation using ISO 9001-2008 and 2015 standards.

The auditing program included internal audits and coordination with third party external audits.

The AgReliant QA Department does 30 internal audits each year and submits to 4-5 external audits.

In addition, there are over 80 location audits, root cause analysis and corrective actions done each year.

Technology compliance- was the corporate lead for biotechnology compliances and stewardship.

Seed laboratory-was responsible for all seed testing of parent seed and retail products. The testing is done in two laboratories; one focused on seed quality testing and the other on genetic and technology purity.

The two laboratories did over 200,000 tests each year.

Biotechnology Quality Management System (BQMS) - AgReliant was accredited by the BQMS program offered by the Biotech Regulatory Service (BRS) of USDA.

Excellence Through Stewardship (ETS) - AgReliant became an accredited member of the ETS.

AgReliant received USDA accreditation for seed laboratory operations, seed conditioning and seed sampling.

**CEO - TECHNOLOGY TRANSFER, INC., Champaign, IL 2004-2005**

Technology Transfer Inc. launched new idea patents primarily from the University of IL.

Among the products represented: ProCal a low fat, high protein and calcium milk product; Coffee Capps a student developed coffee cappuccino flavoring product; Rotating Objects Inc., a computer toy product.

**GOLDEN HARVEST SEEDS, INC., Bloomington, IL 1996-2004**

Major Player in domestic and international sales of corn, soybeans, alfalfa, and grain sorghum seed products. Ranked 4<sup>th</sup> in corn sales in 2004 and 6<sup>th</sup> in soybean sales. Golden Harvest was chosen by Monsanto as one of the few seed companies to receive an early license for Bt Yield Gard Corn trait.

***Executive Vice President***

Responsible for the coordination of shared business activities of the five companies that comprised the Golden Harvest brand.

Responsible for all committees including Marketing, Production, Research, Corn Products, and Soybean Products.

Coordinated Golden Harvest utilizing skills in technology search, product development, quality control, sales and marketing strategies, feasibility analysis, and value capture.

**ILLINOIS CROP IMPROVEMENT ASSOCIATION, INC., Champaign, IL 1978-1996**

***Manager***

Empowered by the board of directors to create new programs that stimulated growth and profitability for seedsmen, their customers, and the association.

Transformed Illinois Crop Improvement from a traditional seed certification agency to an entity that delivered many different seed quality services.

***Accomplishments include;***

Phytosanitary seed inspection, ICIA Quality Assurance of private varieties, Puerto Rico winter farm, Identity Preserved Grain Lab, and greenhouse herbicide tolerance testing.

Appointed by US secretary of agriculture Ed Madigan, to serve as an advisory member to the US Plant Variety Protection Office, 1991

ISO 9000 committee of experts for KEMA U.S.A., 1994

IL Extension Adviser's Association "Friend of Agriculture" recipient, 1994

University of IL activities include:

Collaborating professor department of Agronomy, 1982-1996; Dept. Ag engineering, 1988-1996

Department of Plant Pathology-Advisory committee, 1990-1992

College of Ag (ACES) advisory committee, 1992-1996

University of IL variety review committee, 1979-1996

University of IL President's Council, U of I Foundation, 1985-present

**UNIVERSITY OF ILLINOIS COOPERATIVE EXTENSION SERVICE, Champaign, IL****1970-1978*****County Extension Adviser in Agriculture, Madison and Ford counties***

Responsible for adult and youth education programs in Madison County IL 1970-74

Extension Adviser, Agriculture, Ford County, 1974-78

Developed a crop scouting program using near-infrared reflectance aerial photography, 1978

***Communications and Publications include:****Honoring an Era, A History of Illinois Crop Improvement Association*, author, 2010*"Component Pricing in the Soybean Industry"*, *University of IL AE-4702*, 1994*"Oat Monograph"*, *American Society of Agronomy*, 1990, chapter author*"Plant Disease Journal"*, *Infrared Photography Study*, 1978*Illinois Seed News*, 1978-1996, editor*"Weekly Farm Radio Show"*, 1974-1978*Horticultural Extension Weekly News Column*, 1974-1978*Extension Adviser Weekly News Column*, 1970-1978**EDUCATION AND TRAINING**

ISO 9001-2015 Auditor Transition Training	2016
Good Laboratory Practices Auditor Training	2014
ETS Auditor Training	2013
ISO 9001-2008 Standard Lead Auditor Training	2012
BQMS Document and Auditor Training	2011
Advanced Certificate in Administration of Higher Ed. Univ. of IL	1982
Master of Extension Ed University of IL	1976
BS Agriculture Kansas State University	1970

**PROFESSIONAL ORGANIZATIONS**

American Seed Trade Association	1978-present
American Society of Agronomy	1978-2005
American Oil Chemist Association	1985-1996
American Association of Cereal Chemists	1985-1986
National Speaker's Association	1985-2005
U.S. Grains Council	1985-1996
National Association of County Agricultural Agents	1970-1978
Illinois Extension Advisor's Association	1970-1978
ASTA Soybean Division Chair	2014
ASTA Corn and Sorghum Division Chair	2004
ASTA Conference Speaker	1988, 2010, 2012
Association of Official Seed Certifying Agencies (AOSCA)	
Member of AOSCA	1978-1996
President	1995-1996
Excellence Through Stewardship (ETS)	
Board of Directors – Secretary	2016-2018