



Human Resource Management for Ranchers Lectureship

June 9-10, 2017 || Ardmore, Oklahoma

Friday, June 9, 2017

- 8:30 AM** Strategic and workforce ranch leadership in turbulent times
- o Strategic leadership is required
 - o Ranch leadership and supervision are about Relationships
 - o Motivated and engaged workforce members require autonomy, relatedness and competence
- 10:15 AM** **BREAK**
- 10:30 AM** Hiring great employees
- o A preferred employer
 - o The legal environment
 - o Preparing to hire – job descriptions and competencies
 - o Recruitment
 - o Selection
 - o Hiring and onboarding
- 12:00 PM** **LUNCH**
- 1:00 PM** Hiring continued
- 3:00 PM** **BREAK**
- 3:15 PM** Developing and retaining successful employees
- o Employee motivation and engagement
 - o Leadership styles
 - o Clarity: “chalking the field”
 - o Quality feedback – positive, redirection, negative
 - o Discipline and discharge
 - o Coaching and support
- 5:00 PM** **ADJOURN**



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Saturday, June 10, 2017

- 8:30 AM** Developing and retaining successful employees continued
- 10:15 AM** **BREAK**
- 10:30 AM** Continuous improvement – yourself, your ranch, your workforce
- o Conflict and conflict resolution
 - o Developing a learning ranch culture
 - o Being a great partner
- 12:00 PM** **ADJOURN**