



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