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**FOR IMMEDIATE RELEASE**

**KRIRM and Noble Research Institute to Host HR Management for Ranchers Lectureship**

Kingsville, Texas (May 16, 2017)—The King Ranch® Institute for Ranch Management (KRIRM) and the Noble Research Institute, LLC will hold the Human Resource Management for Ranchers Lectureship in Ardmore, Okla., June 9-10, 2017, to offer ranch owners and managers the necessary tools to successfully lead current and future employees of the ranch.

Ranches are complex systems that often require multiple employees and management to work toward a common vision as a team. The challenge that a ranch manager faces is to hire the right people, enable them with the tools and information needed to do their jobs, and keep them on the team.

“Finding and keeping great employees on ranches will likely be among the more concerning issues for the future of our industry,” explained KRIRM Director, Clay Mathis, Ph.D. “We simply cannot overlook the importance of how we motivate and empower ranch employees.”

Bob Milligan, Ph.D., senior consultant of Dairy Strategies, LLC, will instruct the lectureship that will include training in workforce planning and employee management, focusing on managing people in the ranching business. Leadership, supervision, coaching and hiring will be discussed. Identifying the future direction of the ranch and its workforce needs is an important component in human resource management. This lectureship will teach how important it is to establish a direction and will build the skills in developing position descriptions, establishing performance expectations, and employee accountability. Discussions on effective recruitment, interviewing and hiring procedures will lead into the importance of developing and training employees.

Motivated and invested employees are great assets to a ranch. This lectureship will teach attendees the supervisory and leadership skills to motivate employees and provide feedback. Milligan will wrap up the lectureship with discussions on labor laws that impact agricultural worker employment and will explain the complexities of the total benefits package.

Registration is \$300, which includes all workbook materials, equipment, refreshments, and meals. The lectureship will be held at the Noble Pavilion on the campus of the Noble Research Institute, 2510 Sam Noble Parkway, Ardmore, OK 73401. Discounted hotels are listed on the event webpage at [krirm.tamuk.edu/lectureships/hrmanagement](http://krirm.tamuk.edu/lectureships/hrmanagement). Mention “Noble Event” to receive the discounted rate. More information about the lectureship—including the agendas, learning objectives, and location information—can also be found online, or call the KRIRM office at 361-593-5401.

**About KRIRM**

Formed in 2003, KRIRM is a ranch management master’s program at Texas A&M University-Kingsville created in honor of the 150<sup>th</sup> Anniversary of the legendary King Ranch. As the only ranch management master’s program in the world, KRIRM teaches graduate students using a multi-disciplinary, systems approach to ranch management, and provides the highest quality lectureships and symposia to stakeholders in the ranching industry. For more information about KRIRM, visit [krirm.tamuk.edu](http://krirm.tamuk.edu).

**About Noble Research Institute, LLC**

Noble Research Institute, LLC ([www.noble.org](http://www.noble.org)) is an independent nonprofit agricultural research organization dedicated to delivering solutions to great agricultural challenges. Headquartered in Ardmore, Oklahoma, the Noble Research Institute conducts fundamental, translational and applied research; offers no-cost consultation and education to farmers, ranchers and land managers; operates seven research and demonstration farms; and educates students of all ages about science and agriculture. The Noble Research Institute was founded by Lloyd Noble, an Oklahoma oilman and philanthropist, in 1945 as The Samuel Roberts Noble Foundation to advance agriculture and land stewardship.

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