

Managing Farm and Ranch Employees

September 20-21, 2024 || Kingsville, TX || Hybrid Event

INSTRUCTOR:

Bob Milligan, PhD, Senior Consultant, Dairy Strategies, LLC and Professor Emeritus, Cornell University

FRIDAY, SEPTEMBER 20, 2024

- 8:30 AM** Leadership is key to ranch success
- Leadership is different from management and is required
 - Vision answers the question “why are we doing this?”
 - Motivated and engaged workforce members require choice, connection, and competency
- 10:15 AM** BREAK
- 10:30 AM** Hiring and onboarding great employees
- Staffing is more than recruitment and selection
 - The legal environment – be aware
 - Preparing to hire – job descriptions and competencies
 - Recruitment
 - Selection and hiring
 - Onboarding
- 12:00 PM** LUNCH
- 1:00 PM** Hiring continued
- 3:00 PM** BREAK
- 3:15 PM** Today’s supervisor is a leader and a coach
- Ranch/farm business culture
 - Leadership styles
 - Understanding the role and challenge of being a great supervisor
 - From boss to coach – coaching and delegation
- 5:00 PM** ADJOURN

SATURDAY, SEPTEMBER 21, 2024

- 8:30 AM** Supervisory Skills and Systems
- Improving communication – listening and questioning
 - Clarity: “chalking the field” and measurement
 - Quality feedback – positive, redirection, negative
- 10:15 AM** BREAK
- 10:30 AM** Concluding Session
- Using what we have learned to motivate employees – choice, connection, competency.
 - Implementing what we have learned
- 12:00 PM** ADJOURN