

Managing Farm and Ranch Employees

September 18-19, 2026 || Kingsville, TX || Hybrid Event

INSTRUCTOR:

Bob Milligan, PhD, Professor Emeritus, Cornell University

FRIDAY, SEPTEMBER 18, 2026

- 8:30 AM** Leadership is key to ranch success
- Leadership is different from management, and both are required
 - How do Leaders Attract and Engage Followers? A compelling vision
 - How do Leaders Attract and Engage Followers? Understand Motivation
- 10:15 AM** BREAK
- 10:30 AM** Hiring and onboarding great employees
- Staffing is more than recruitment and selection
 - The legal environment
 - Preparing to hire – job descriptions and competencies
 - Recruitment
 - Selection
 - Hiring and onboarding
- 12:00 PM** LUNCH
- 1:00 PM** Hiring great employees – continued
- 3:00 PM** BREAK
- 3:15 PM** Today's supervisor is a leader and a coach
- Leadership styles
 - Ranch/farm business culture
 - Understanding the role and challenge of being a great supervisor
- 5:00 PM** ADJOURN

SATURDAY, SEPTEMBER 19, 2026

- 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
- Supervisory Skills and Systems - continued
 - Implementing what we have learned
- 12:00 PM** ADJOURN