



- Establish a clear specific job description.
- What's the title you give him? Hired hand, herdsman or cowboy?
- Go to the worker.
- Schedule meetings.

- Spontaneous recognition.
(\$100 bonus, 10-year bonus, etc)
- Ownership in operation.
(Get paid by calves sold.)

- Support the employee's community involvement, his church dinners, school functions, family activities, etc.
- Who works Christmas Day?? Do you go to the NU football game, or does the herdsman?
- Send your employee to the cattle convention / meetings and you stay home with the cows.

Be a Good Leader

✓ Successful people have one thing in common – an absolute sense of mission.

✓ Employees pay more attention to what you **DO** than what you **SAY**.

Be a Team Builder

- If you have enough push you don't have to worry about the pull.
- Be a good "Finder". Look for the goals in others.
- A key in winning relationships is to let the other person feel important.
(Meetings about finances, buying the bull.)
- Work through people – be a cheerleader on the side.

□ You can have anything you want in life – as long as you let the rest of the world have what they want.

□ Do you have a plan who is going to own the ranch once you are gone?

□ Corporation shares?

Say -----

Thank You!!

