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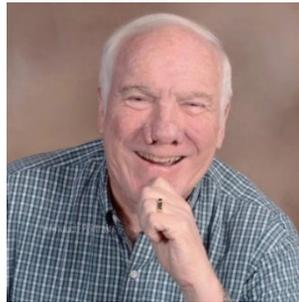
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First Annual Management Symposium Held Virtually

Farm and Ranch Leadership in the 21st Century

Dr. Bob Milligan



"Today is likely the greatest opportunity for leadership in your lifetime". ~ Dr. Bob Milligan.

The Dan Scott Ranch Management Program hosted its first Management Symposium on September 22nd & 23rd in a virtual format. Most ranch education programs are focused on management of livestock or natural resource, but this program focused on management of an essential third component of any operation – the human resources. Whether you manage a family operation or

oversee a crew of 30 people, the principles delivered by Dr. Milligan are proven to make you a better leader, and improve the working relations of your business. Dr. Milligan focused on the differences between management and leadership and how to rally people to a better future. From developing active listening skills to improving tactics for recruiting and hiring new employees, as well as providing effective feedback to ensure employee growth and job satisfaction, Dr. Milligan covered it all in this workshop. See below for testimonials of attendees.

For more information on the DSRMP Management Symposia Series, visit: <http://animalrange.montana.edu/danscott/danscottoutreach.html> or contact Rachel Frost at 406-994-3724 or frost@montana.edu.

"Dr. Bob made you think about your leadership skills in a different light. I would highly recommend his class to anyone in a leadership/management role." ~ Taylor Davis, Lonestar Land & Cattle, Springdale, MT

"For me the biggest take-a-way was in maintaining positive relationships with those you work with, as employees, colleagues or supervisors, because our job satisfaction depends on it." ~ Paul Nehring, Farm Manager, Flying D Ranch

"He has a great take on leadership on the ranch and really explains the concepts in a way that connects with an audience." Colleen M. Buck, MSU Sheridan County Extension Agent.

Thank you to our event sponsors:



<http://animalrange.montana.edu/danscottmanagementprogram.html>

Dan Scott Ranch Management Outreach Program: Natural Resource & Policy Seminar Series

Photo courtesy of MT DNRC

Speakers and dates set for 2020-2021 Seminar Series

Please join us for an insightful seminar series on practical management issues relevant to every land manager in the Northern Great Plains and Intermountain West. These seminars are offered monthly and feature an expert sharing the complexity of different issues related to natural resource management. All the seminars will be offered virtually through WebEx. Join live, or watch the recordings at your convenience. To access the meetings, or recordings visit: <http://animalrange.montana.edu/danscott/danscott-seminars.html>

Natural Resource & Policy Seminar Series Fall 2020

- **August 24th**

- **Montana Water Rights for Land Managers** – Ann Schwend, MT DNRC
- Access the recording of Ann’s presentation here:
<http://animalrange.montana.edu/danscott/danscott-seminars.html>



- **October 20th**

- **Livestock Grazing on Public Lands: Things Every Rancher Should Know** – Dr. Jeff Mosley, Extension Rangeland Management Specialist, MSU
- Meeting Link:
<https://montana.webex.com/montana/j.php?MTID=m5fa1475b3f10b17750ef02826e58b62d>



- **November 17th**

- **Managing Elk Populations Across a Varied Land Ownership Pattern** – Lindsey Parsons, Deer and Elk Coordinator, MT Fish Wildlife and Parks



Photo courtesy of MT DNRC

Student learns from award winning ranch

Building a network of successful ranch managers to mentor students and beginning ranch managers is one of the seminal goals of the DSRMP. This would not be possible without the help of industry groups and their ability to connect students to these ranch managers. Many thanks to the Montana Stockgrowers Foundation for their invitation to attend the 2020 Environmental Stewardship Raising the Steaks Tour. The tour was held on the award winning Castle Mountain Ranch near White Sulfur Springs, MT. The event afforded the opportunity for Tristan Bess, current Ranching Systems student, to interact with the Fryer family, the multi-generational managers of the historic and breathtaking ranch. Bess learned about their experiences

Developing water resources to improve livestock distribution, the challenges afforded by harsh climate and poor soils, and efforts to prevent destructive wildfires through selective timber management. Multiple speakers helped the Fryers describe their stewardship of the land, along with their commitment to livestock health and horsemanship. From a state-of-the-art livestock handling

facility to a unique public hunting program, the ranch uses a variety of methods to achieve their management goals. Students in the DSRMP are fortunate to have a plethora of working ranches that afford students the ability to ask questions and learn from those who have been successful in the ranch management profession.



Tristan Bess, Ranching Systems student (left), listens as the Fryers describe the water developments and efforts to improve livestock distribution on the Castle Mountain Ranch.
Photo courtesy of Montana Stockgrowers.



David Fryer addresses the tour group from the back of his horse.

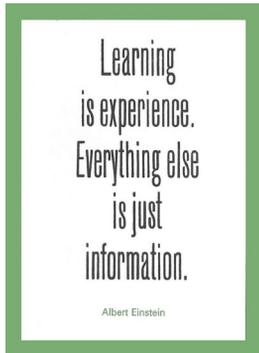


Tradition and conservation go hand-in-hand on the Castle Mountain Ranch, and tour attendees were also treated to a demonstration of low-stress livestock handling by the current manager, David Fryer and several of the Castle Mountain ranch hands.

About the Environmental Stewardship Award Program

Each year, the Montana Stockgrowers Association (MSGa) honors a Montana ranch that exemplifies environmental stewardship and demonstrates a commitment toward improved sustainability within the beef industry. This award recognizes Montana ranchers who are at the forefront in conservation and stewardship and are willing to serve as examples for other ranchers. To learn more about the program visit: <https://mtbeeffoundation.org/cattle-industry-programs/msga-programs-foundation-supported/environmental-stewardship-award-program-esap/>

Student Spotlight – First Internship Completed



An internship on a working ranch is a critical component of the Ranching Systems Degree program. The experience gained in this structured employment provide the connection between the textbook information and the day-to-day decision making of ranch managers.

Tristan Bess completed his first internship session at the Padlock Ranch during the summer of 2020. “I spent the summer months outside of Ranchester, Wyoming at the Padlock Ranch. The cow-calf operation spans parts of Northern Wyoming and Southern Montana growing beef on range

and in the feedlot. As an intern I was involved with daily activities in the operation of the feedlot near Dayton, Wyoming and several other units during branding. During my experience I rode pens, branded calves, and helped manage a short-duration grazing system of replacement heifers near the ranch headquarters.

I also helped develop an electronic record-keeping system through Microsoft Excel for recording stocking rates and graze times in a short-duration grazing system. The time spent with mentors was filled with valuable material. I wrote down a management phrase of Dr. Patterson’s (CEO of Padlock Ranch) that really stuck with me: ‘Manage for today, not for what you’ve already done.’ Perhaps, this an effective mindset that can be applied to an outlook on life as well as ranch management. “ – Tristan Bess, Ranching Systems Student.



Tristan drops a loop on a calf for branding at the Padlock Ranch in June of 2020.

Applications to Degree Open

The Dan Scott Ranch Management Program is now accepting applications for the second cohort of students. Applications opened on September 28th and will close October 23rd. Program Lead, Rachel Frost expects 3 students to apply to be the DSRMP class of 2023. Admission is limited to 10 students per year to maximize the educational experience of each student and maintain the high standards of the program. Students have to submit a detailed application package which is reviewed by a committee, undergo a web-based interview, and meet the GPA and scholarly requirements to obtain admission. Once accepted to the program, Frost will immediately begin to pair students with partner ranches for the required internships.

“I am excited the program is growing and look forward to having a group of students moving through the program together. Having more students will broaden class discussions and allow students to learn from each other’s experiences during their internships.” Frost explains. The students will share management strategies from their respective host ranches, and work together to create an industry network for their benefit. “Despite the rugged individualism often portrayed in ranching, most successful managers will confess that they benefit greatly from peers and more experienced individuals in the industry. Fostering that network and creating a culture of information exchange will help these students be tomorrow’s successful managers”. ~ Rachel Frost

To learn more about the application process for the Ranching Systems degree, visit:
http://animalrange.montana.edu/ranchsystems_admissions.html

Resource Roundup



Join the King Ranch® Institute for Ranch Management (KRIRM) for a **free** virtual wildlife and ranching symposium titled “The Future of the Wildlife Enterprise: Applying New Knowledge and Tools” on October 29-30, 2020.

The symposium will feature wildlife and ranching professionals who will discuss management practices, and the challenges of balancing ranch resources, wildlife, and cattle operations.

<http://krirm.tamuk.edu/symposium/>

The symposium will address wildlife on public lands as well as private.

WESTERN MEAT SCHOOL



The Western Meat School is an innovative learning experience where farmers, ranchers, butchers, and others will learn how to direct market meat.

With in-person class locations in Oregon, Montana, Wyoming, Colorado, and New Mexico, as well as online access for everybody else, this hybrid course will reach you wherever your location.

<https://westernmeatschool.com/>



MSU Steer-A-Year program seeks donations for 2020-21 academic year

Montana State University's Steer-A-Year program is seeking financial support as well as donations of steers and feed for the 2020-21 academic year.

A student program in the MSU [College of Agriculture](#), Steer-A-Year focuses on teaching students every element of the cattle management industry through hands-on experience feeding and managing cattle during the fall and spring semesters.

Those interested in donating or learning more about the Steer-A-Year program can contact Hannah DelCurto-Wyffels at 406-994-3752 or hannah.delcurto@montana.edu.

In Need of Ranch Mentors

The Dan Scott Ranch Management Program is seeking ranches that are dedicated to education of the next generation and are willing to host interns through the program.

Visit http://animalrange.montana.edu/danscott_mentor_ranches.html

- Students serve with the same ranch for 2 consecutive summers and as often as possible over the weekends and during the winter break
- Interns are employees of the host ranch and live on the property if possible
- The students work with the ranch to solve a problem that helps the ranch be more efficient or successful



"You do not have to have the biggest ranch, or the fanciest facilities. You just have to care about the future of ranching and be willing to pass along your knowledge to the next generation of ranch managers." – Rachel Frost, Program Lead, DSRMP.

Photo courtesy of MT DNRC

Building a world class program

We need your support to make the Dan Scott Ranch Management Program a flagship program in ranch management education.

Partner program

Lead partner:

\$25,000+/year for five years

Industry partner:

\$5,000+/year for five years

Major partner:

\$10,000+/year for five years

Supporting partner:

\$1,000+/year for five years

To join the Dan Scott Ranch Management partner program call Jesse Tufte at the MSU Alumni Foundation. 406-994-4207 Or at jesse.tufte@msuaf.org

<http://animalrange.montana.edu/danscottmanagementprogram.html>