



- Western North Carolina
- Colorado State University
- Range Conservationist
- District Ranger
- Regional Range Program Manager
- Forest Supervisor
- National Range Director




Career Path

• Success at Work and at Home is Personal – Each one of us have different personalities, desires, and expectations. There is no perfect plan. Each of us have to forge our own career paths.




DISCLAIMER



- Relationships are everything.
- Never intentionally create ill-will.
- Sacrifice Job not Family.
- Be the most prepared at every meeting.
- Never deliver bad news at the end of the day or especially on Friday.
- No Triangulation.
- Listen Intently.
- Stand for something, but compromise.


PERSONAL PRINCIPLES

- Do more than expected of you.
- Plan your work, work your plan.
- When your temper boils, wait a few days.
- Remind yourself that life goes on.
- Lead by example.
- Develop Thick Skin.




PERSONAL PRINCIPLES (cont.)

Range Leadership Principles



- Encourage Professional Societies for range managers and permittees.
- Lead by example, create optimism, and take small steps.

Range Leadership Principles (cont.)



- Engage Interested Groups and Individuals in Rangeland Management.
 - Sportsmen.
 - Environmental/Conservation Groups.
 - Congressional.
 - Local Governments.

Range Leadership Principles (cont.)

- Make wise decisions. Do not let policy lead you to the wrong decision.
- Do not shy away from problems and poor on-the-ground management.



Range Leadership Principles (cont.)

- Foster a teamwork atmosphere on your unit where resource specialists work together for a common goal.
- Maintain flexibility – Especially in NEPA.



Range Leadership Principles (cont.)



- Good permittees will make most grazing systems work. Encourage them and use them as examples.
- Practice "Management", not "Regulation".
- Know when to seek advise and assistance.

Range Leadership Principles (cont.)



- Get to know the leaders in the ranching community. Let them know you care.
- Encourage rancher education (ex. Range Schools).

Range Leadership Principles (cont.)

- Hire the Range Manager who has technical competence and knows how to build relationships.
- Talk with everyone often and go to the field.



Training and Leadership Development



- Community Roles
- Details (Internal and External)
- Training (Personal Growth)
- Line Officer Roles