

Succession

Farm succession is a gradual process over a decade, not a one-time event where papers are signed!

Anyone can die and leave their assets to their kids, but few can groom their kids to be better managers than themselves and hand over the reins gradually when it is appropriate. Transferring assets is just 10% of succession issues, so we focus on the underserved 90% of issues which focus on the gradual/sustainable transfer of decisions between generations. We developed this service because accountants/lawyers/financial advisors identified a void within their service portfolio and we help add value (not replace) their services.

Agriculture Strategy was created because there is a dire need for families to meet on a regular basis using a facilitator to discuss both family business and related family issues. The need for our services is compounded in the decade that the next generation is integrated into where there is much change from multiple fronts.

For most families we work with, the parents are still young with intentions to farm for another 20+ years. We work with the families to improve intergenerational relations so that energies are expended in sustainably growing the operation instead of in fighting. We also work with the families to help the fathers train their sons to be excellent decision makers. We make sure the sons understand the underlying business issues which, tragically, many young farmers aren't exposed to despite their involvement in farm activities 24/7. We help families transfer decision making authority in segments over a gradual period of time and help the fathers evolve their role from boss to business advisor.

Our meeting helps the family separate family business from family issues allowing an improvement in both spheres. Our involvement improves both farm profitability and farm growth rate. Clients are always amazed by how we revolutionize the farm's business culture to be a positive working environment.