



IFA Farm Succession & Inheritance

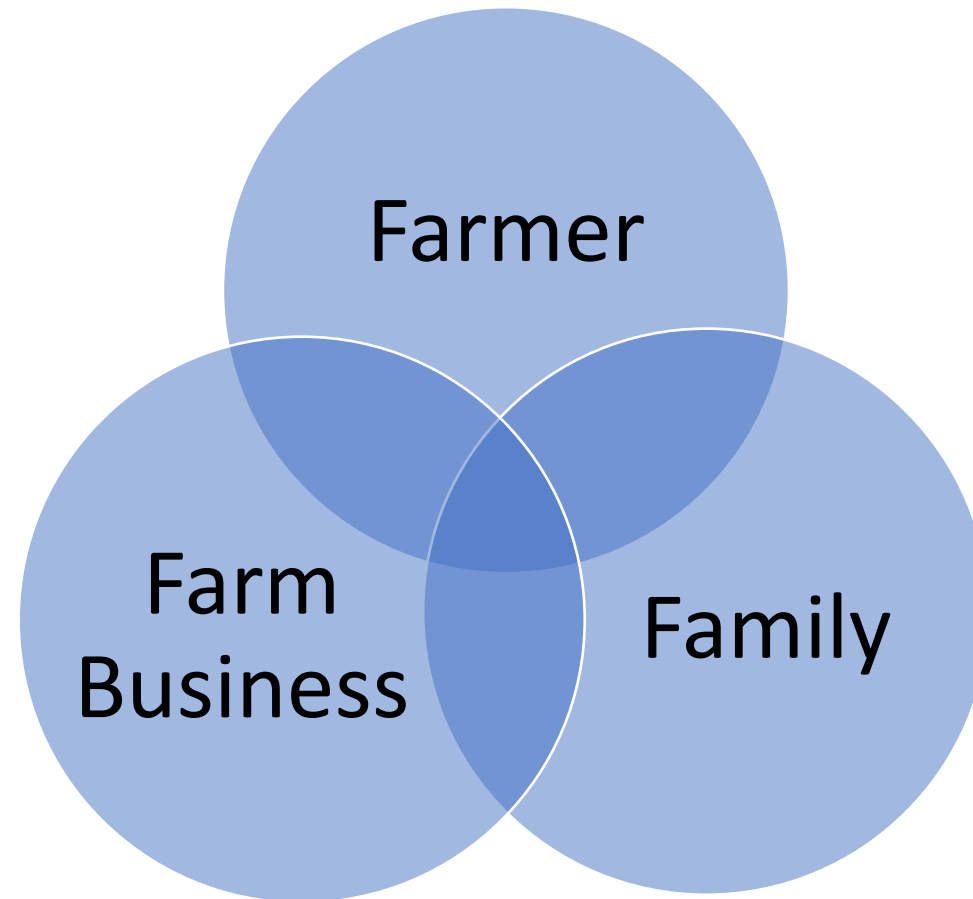
Farm Business Skillnet

May 2023



Interdependent Relationships

Communication is an ongoing process.





My qualifications include;

- Farmer Kildalton College
- M. Ag Sc. UCD Extension and Innovation
- B.A. Economics UCC
- Dip in Social & Community studies
- Dip in Rural Isolation and Counselling skills
- Nuffield Scholar
- Certified Farm Succession Coordinator IFTN
- Mediator

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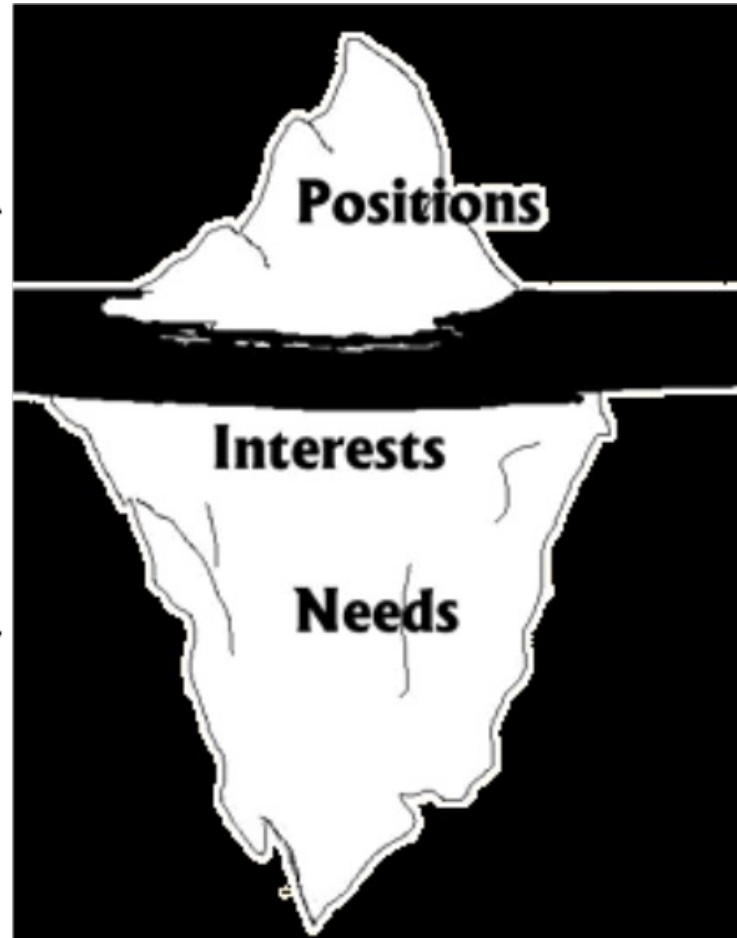
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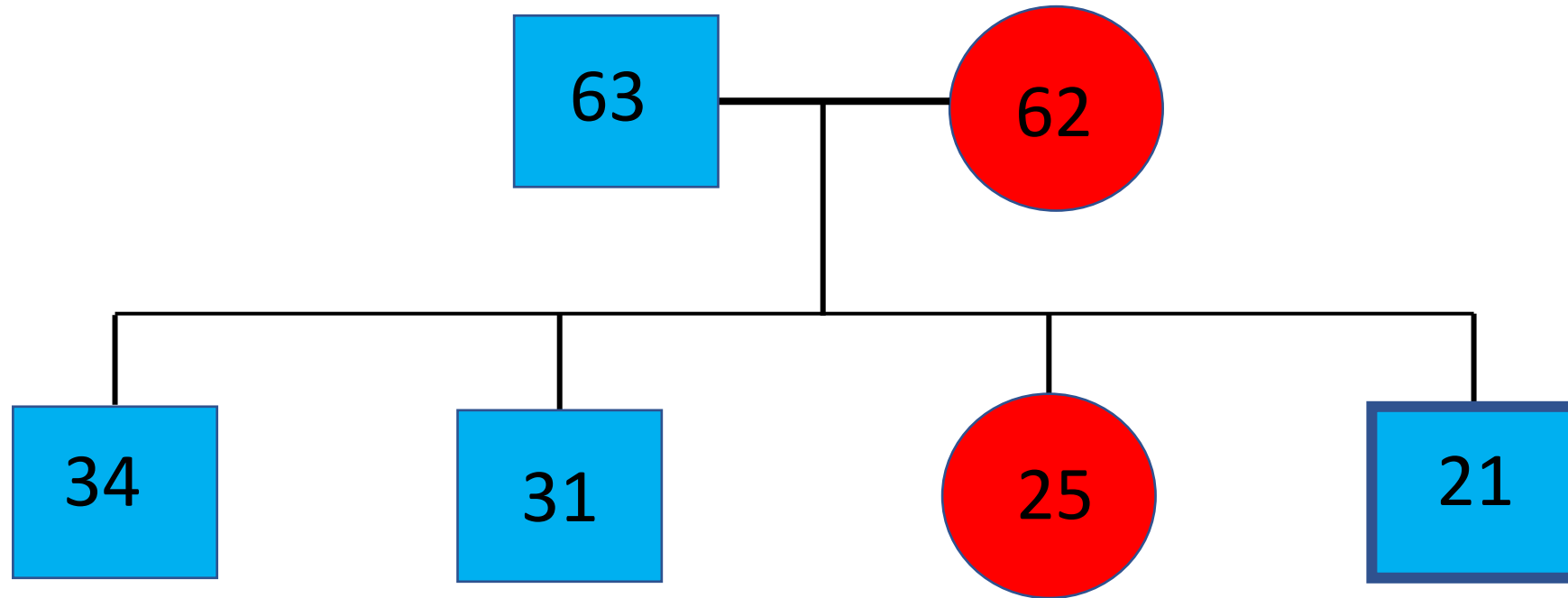
Communication Iceberg

What is usually seen
in conflict situations:



What mediators
work with:

Case 1.
Succession planning conversations



Soft skills are frequently overlooked in favour of structured technical or Hard skills.

Technical skills
Taught skills (KT)
Measurable/Manageable
Result focused
Time schedule
Key Performance Indicators (KPI)
Quantifiable



People skills
Communication
Inter-personal
Intra-personal
Listening to understand
Empathy
Emotional intelligence

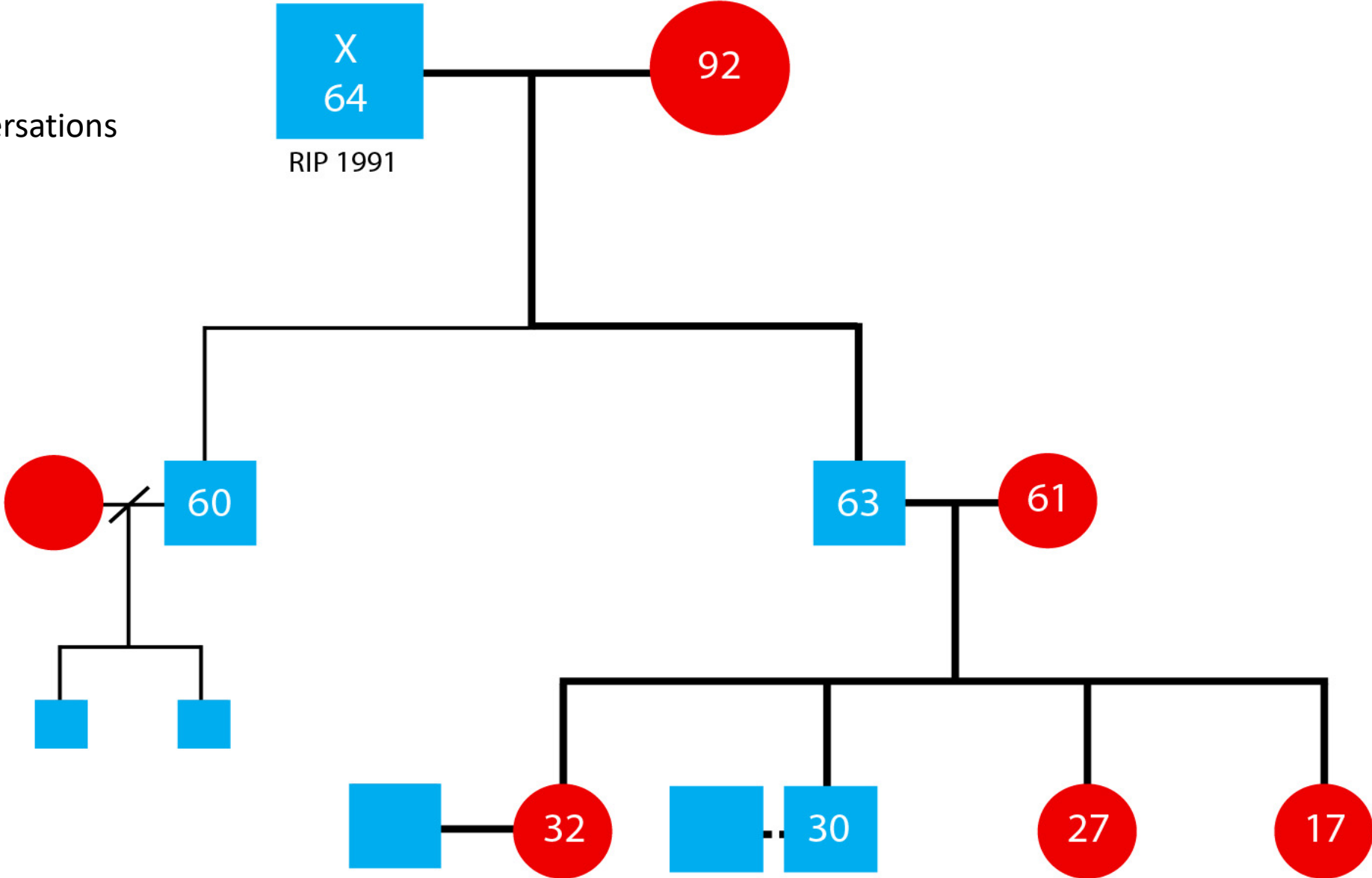


Mutual respect

Willingness

Time

Case of 3 generations
Succession planning conversations





Washing the boots

Saturday breakfast

Let them go – TY year

Behavioural economics

Create memories



Try asking open questions, *Not a Yes or No answer*

- How would you describe...the current situation?
- Identify your hopes / fears now & into the future.
- What are your expectations / assumptions?
- What type of an exit / entry strategy is proposed / discussed /planned?
- Could you visualise the ideal outcome / a future image?

The dreaded D's

Debt-

Depression

Drugs & Drink Addiction

Dividing Fair \neq Equal

Discuss Prenuptial Agreement Divorce

Dementia Fair Deal

Don't blame, don't shame

Death

A.....assumptions/appreciation
E.....expectations/entitlements
I.....identity/income
O.....opportunities/outcome
U.....united as a family

Agenda for discussion

A
E
I
O
U



Míle buíochas
Thank you



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