



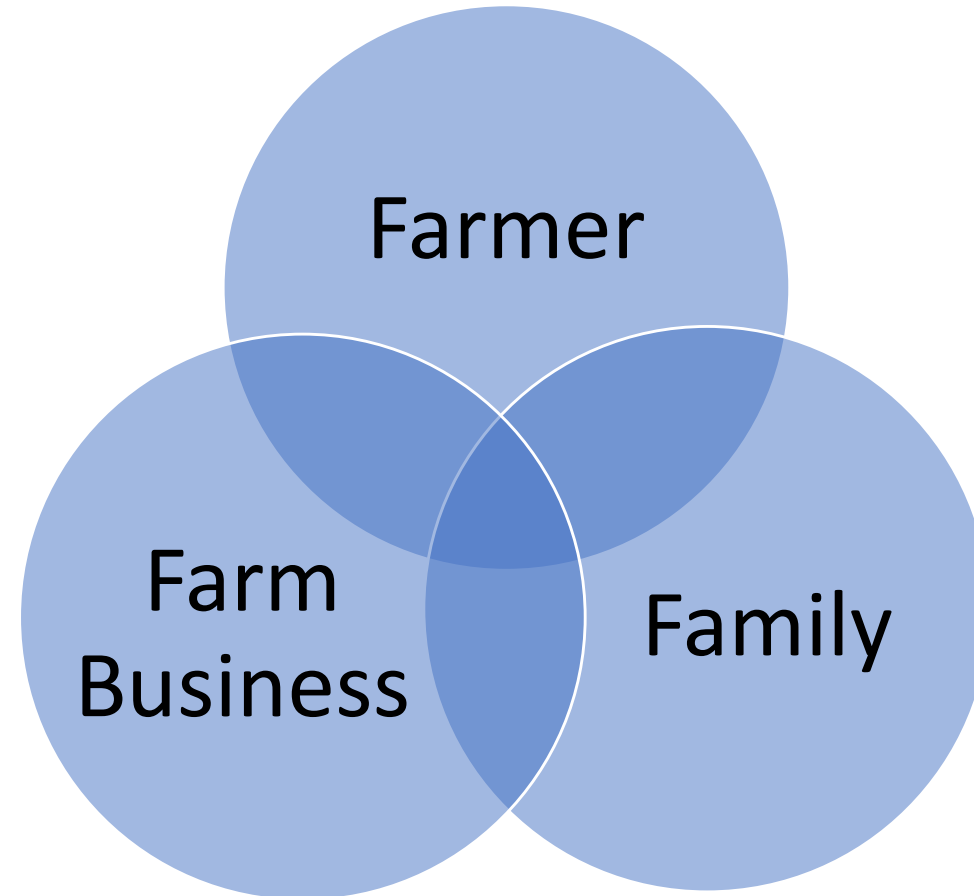
*Facilitation & Mediation*  
*Farm Succession Conversations*

6<sup>th</sup> October 2021



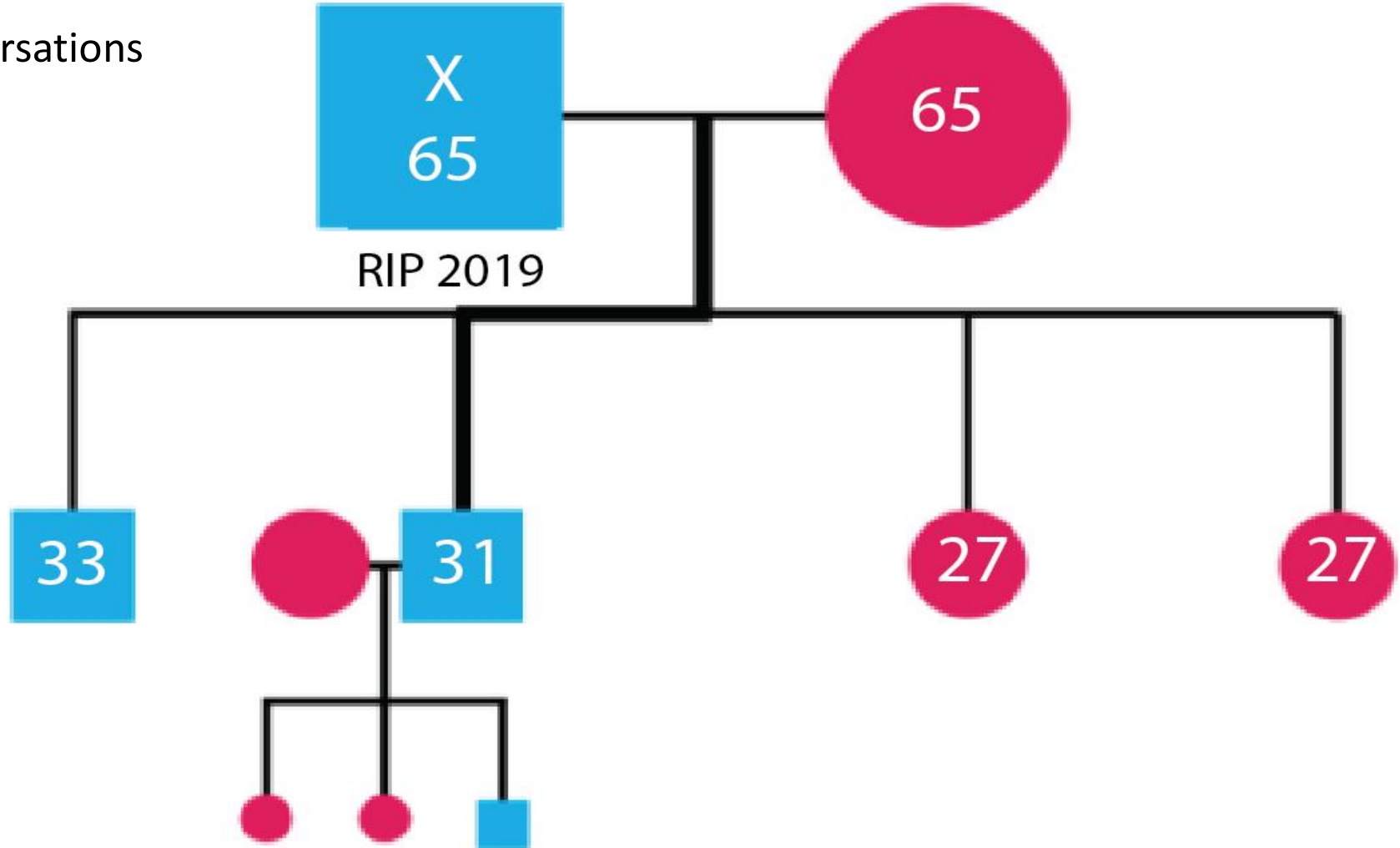
# Interdependent Relationships

Communication is an ongoing process.

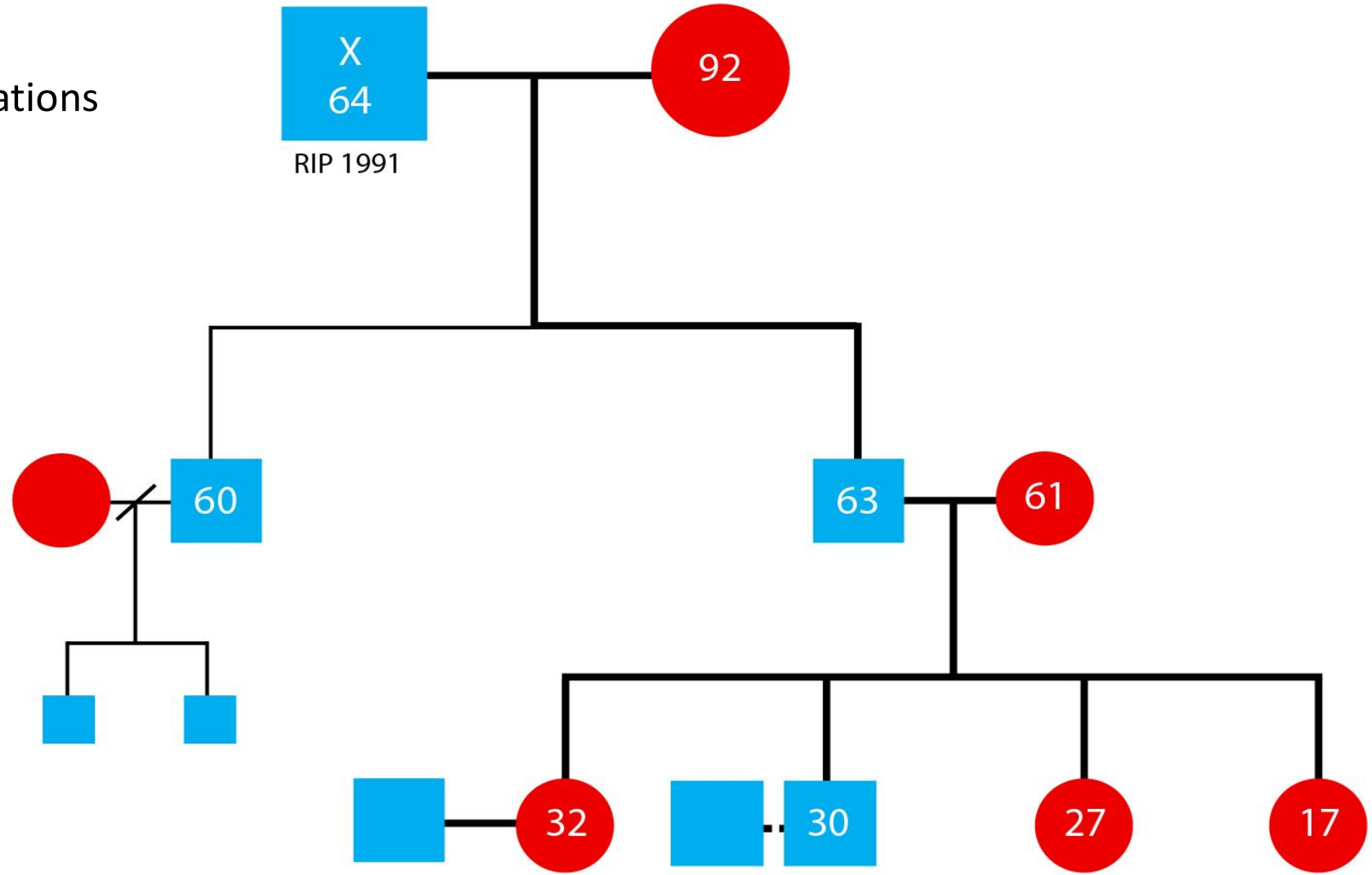




Case 1.  
Succession planning conversations



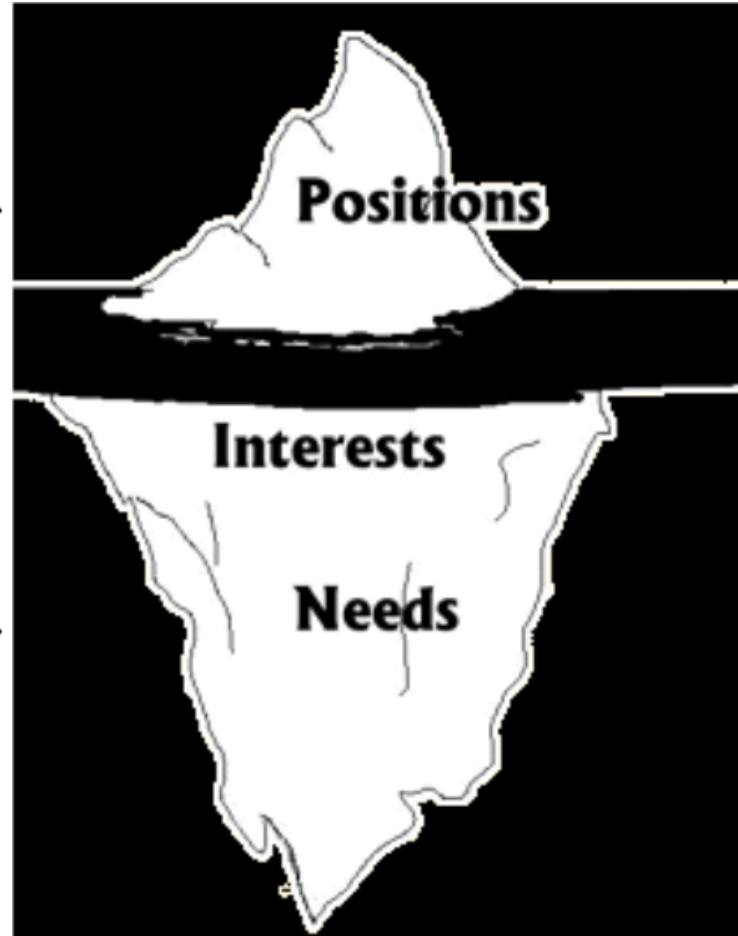
Case 2.  
Succession planning conversations



# Communication Iceberg

What is usually seen  
in conflict situations:

What mediators  
work with:

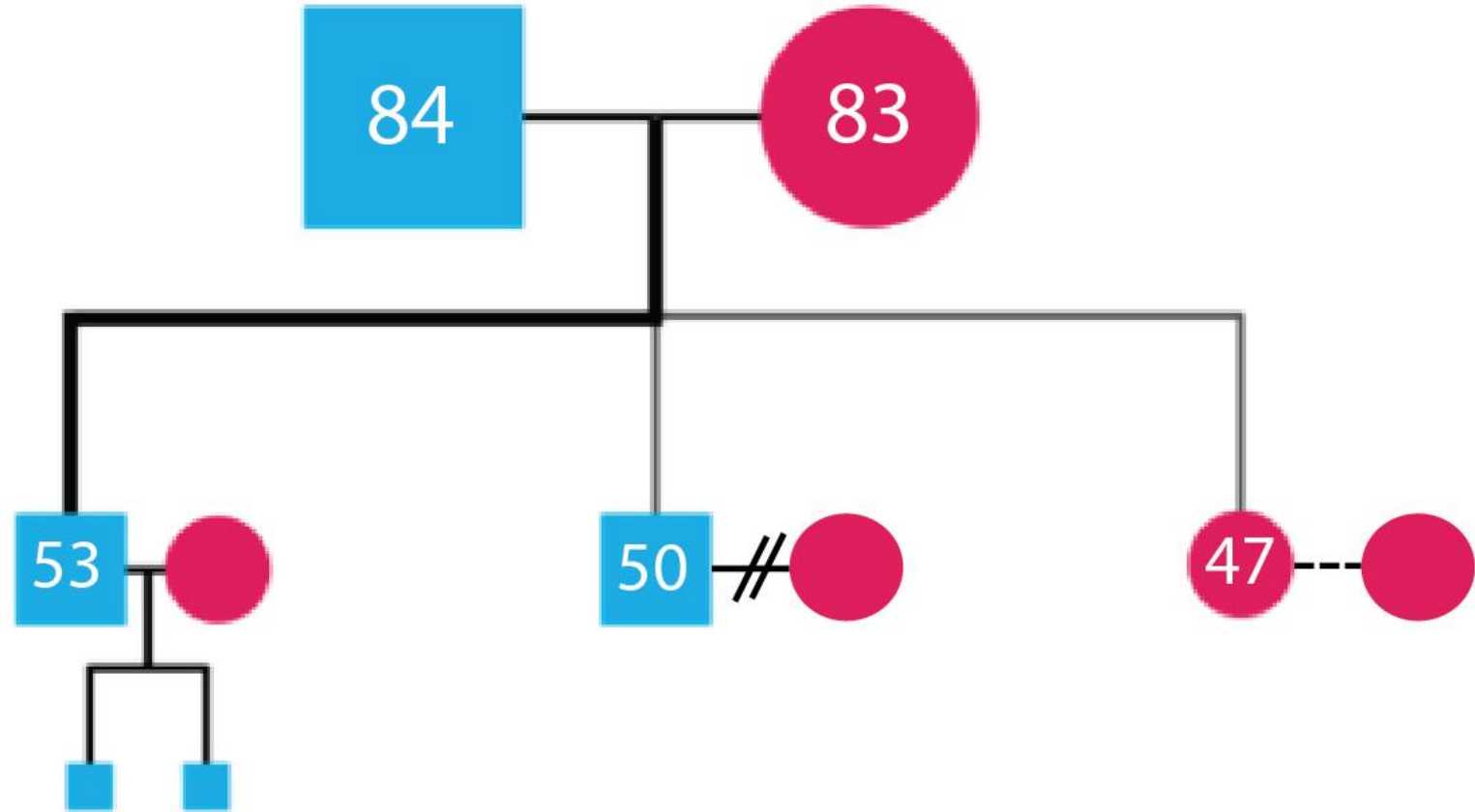


# Try asking open questions

## *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 / planned.
- Could you visualise the ideal outcome / a future image.

Case 3.  
Succession planning conversations





# *The dreaded D's*

Debt

Drugs

Dividing Fair  $\neq$  Equal

Discuss Prenuptial Agreement

Divorce

Dementia

Don't blame, don't shame

Death

# Agenda for discussion

A  
E  
I  
O  
U



*Míle buíochas*  
*Thank you*

