



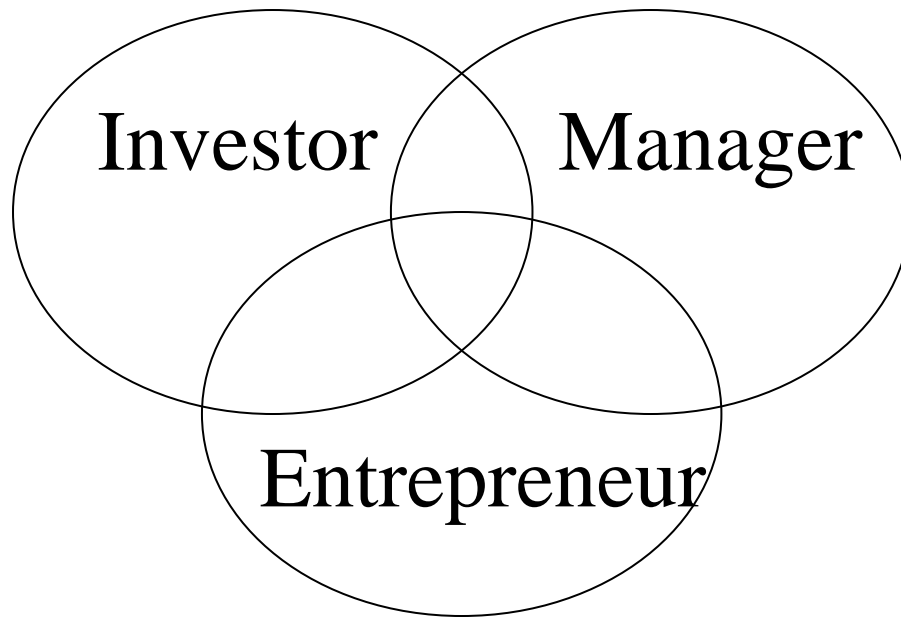
Succession Planning for Farming Families (aka closely held businesses)

Tony Hammington

May 2016

Deer Farmers Conference

The Business Process-Roles



The Emotions

Angry



Happy



The Emotions cont'd

Sad



Scared



The Change Process

Shared Vision



The Change Process

Develop a Plan



Establish Capability



SUCCESSION PLANNING - MAKING CONNECTIONS

- Art v Science
- Journey v Destination
- Open, Trusting Communication Behaviours
- Manage the Crucial Conversations
- Formalised Roles, Family v Business

Life consists not in holding good cards, but in playing those you hold well.

John Billings