



BUILDING A MULTI- GENERATIONAL BUSINESS

FAMILY, FARM & FUTURE



Pastoral Profit

A joint
initiative of



INTRODUCTION

- WELCOME TO – BUILDING A MULTI-GENERATIONAL BUSINESSES – WEBINAR
- SESSION PLAN:
 - FAMILY, FARM & FUTURE – SOME ELEMENTS FOR THOUGHT
 - BUILDING A MULTI-GENERATIONAL BUSINESS – KEY ACTIONS
 - CHANCES, CHOICES AND CHANGE- COPING WITH THE PROCESS
 - IT IS A JOURNEY – GETTING EVERYONE ON BOARD



QUESTIONS



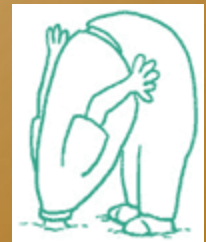
FAMILY FARM FUTURE

- **PLANNING, PLANNING, PLANNING**
- LIKE ALL GOOD PLANS AN **EARLY START** IS IMPORTANT

**BUT IT IS NEVER TOO LATE
IT JUST GETS HARDER**

- **FAMILY GOALS** – WHAT ARE THE INDIVIDUAL FAMILY MEMBER GOALS – SHORT TERM & LONG TERM?
- **BUSINESS GOALS** – WHAT ARE THE SHORT & LONG TERM GOALS OF THE BUSINESS/FARM?
- **FUTURE** – ANALYSE THE FAMILY GOALS AND BUSINESS GOALS AND BEGIN THE MARRIAGE/SEPARATION/AMICABLE AGREEMENT

LOOK OUT FOR



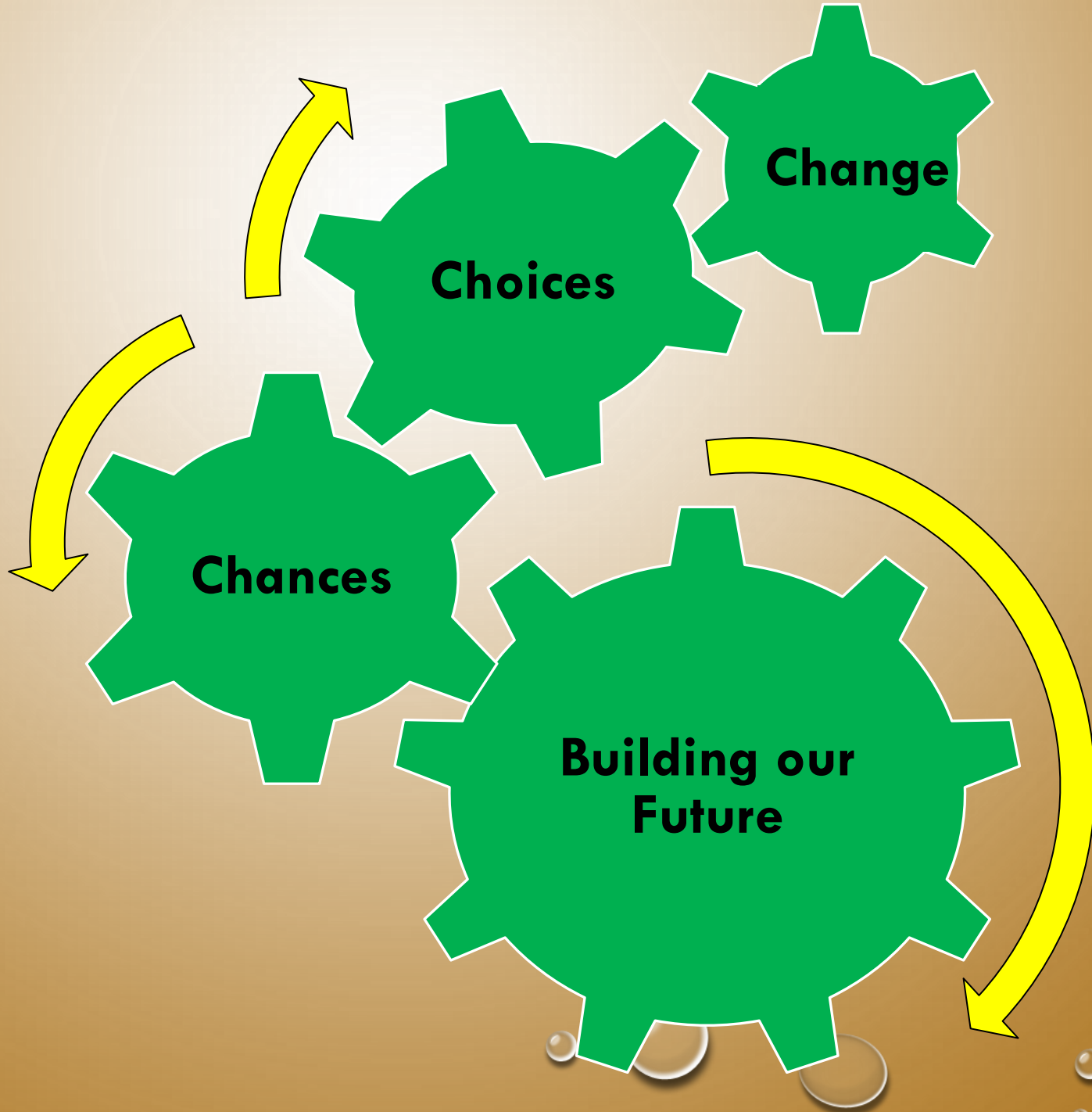


BUILDING MULTI-GENERATIONAL BUSINESS

- **PLANNING, PLANNING, PLANNING** – DEVELOPING THE GAME PLAN
- **PUTTING THE GAME PLAN TOGETHER**
 - IT IS A PROCESS
 - IT TAKES TIME
 - REQUIRES INPUT FROM ALL FAMILY MEMBERS
 - COMMUNICATE, COMMUNICATE, COMMUNICATE
 - WRITE IT DOWN
 - ROLES & RESPONSIBILITIES – ARE YOU BUILDING THE SKILLS?
 - YOU MIGHT NEED SOME OUTSIDE HELP – FACILITATOR, ACCOUNTANT, SOLICITOR, FINANCIAL PLANNER, BUSINESS CONSULTANT







CHANCES

Opportunities



Blocks

Steps

**The only thing worse than being blind is
having sight but no vision** *(Helen Keller)*



Fear

**Past
failures**

**Lack of
awareness**

**Closed
mind**

**No self
confidence**

CHOICES



**What exactly
do I want?**



**Paradox of
choice**



**Follow
steps**

**Begin at the
beginning**





**Prepare
your
mind**



**Brainstorm
options**

**Weigh up
possible
outcomes**



**Consult your
intuition/others/
experts**



**Evaluate your
decision**



Make a choice

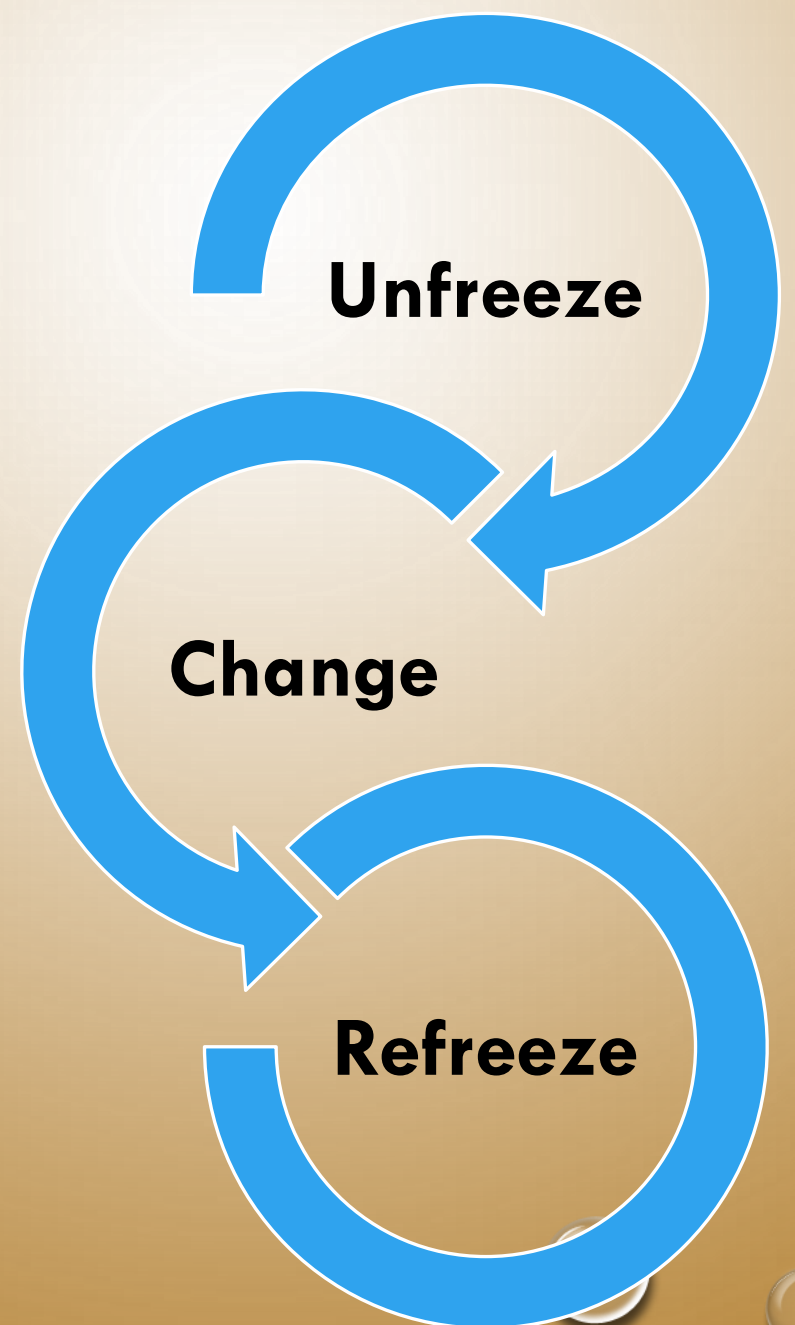


**Implement
positively &
enthusiastically**



CHANGE





Unfreeze

Change

Refreeze

Unfreezing old attitudes



Change

Givens

Control

Influence



Refreeze



**New
habits**

Practice





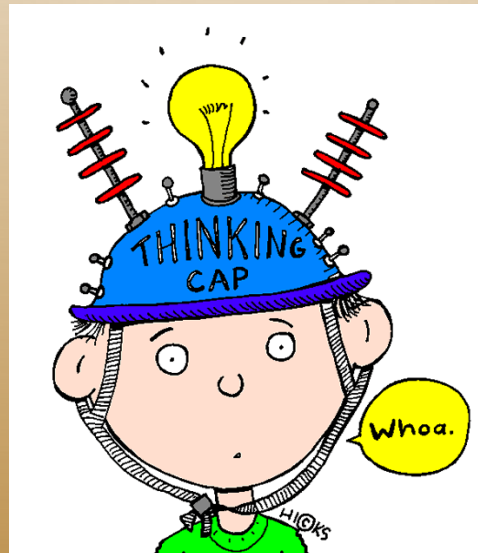


THE JOURNEY

TACTICS TALK

- COMMUNICATE, COMMUNICATE, COMMUNICATE

BEWARE MIND READER OPERATING



UNDERSTAND MYSELF AND OTHERS



COMMUNICATION



**EMOTIONAL
INTELLIGENCE**

CLEAR

OPEN

CLARIFY

FEEDBACK

HONEST

LISTEN



TACTICS TALK TIME

FAMILY MEETINGS



WORK TEAM MEETINGS

BUSINESS MEETINGS



**NO TACTICS
TALK**





IF
IT
IS
TO
BE
IT
IS
UP
TO
ME



THANK YOU FOR PARTICIPATING TONIGHT

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