

**Succession? One day all this will be yours!**

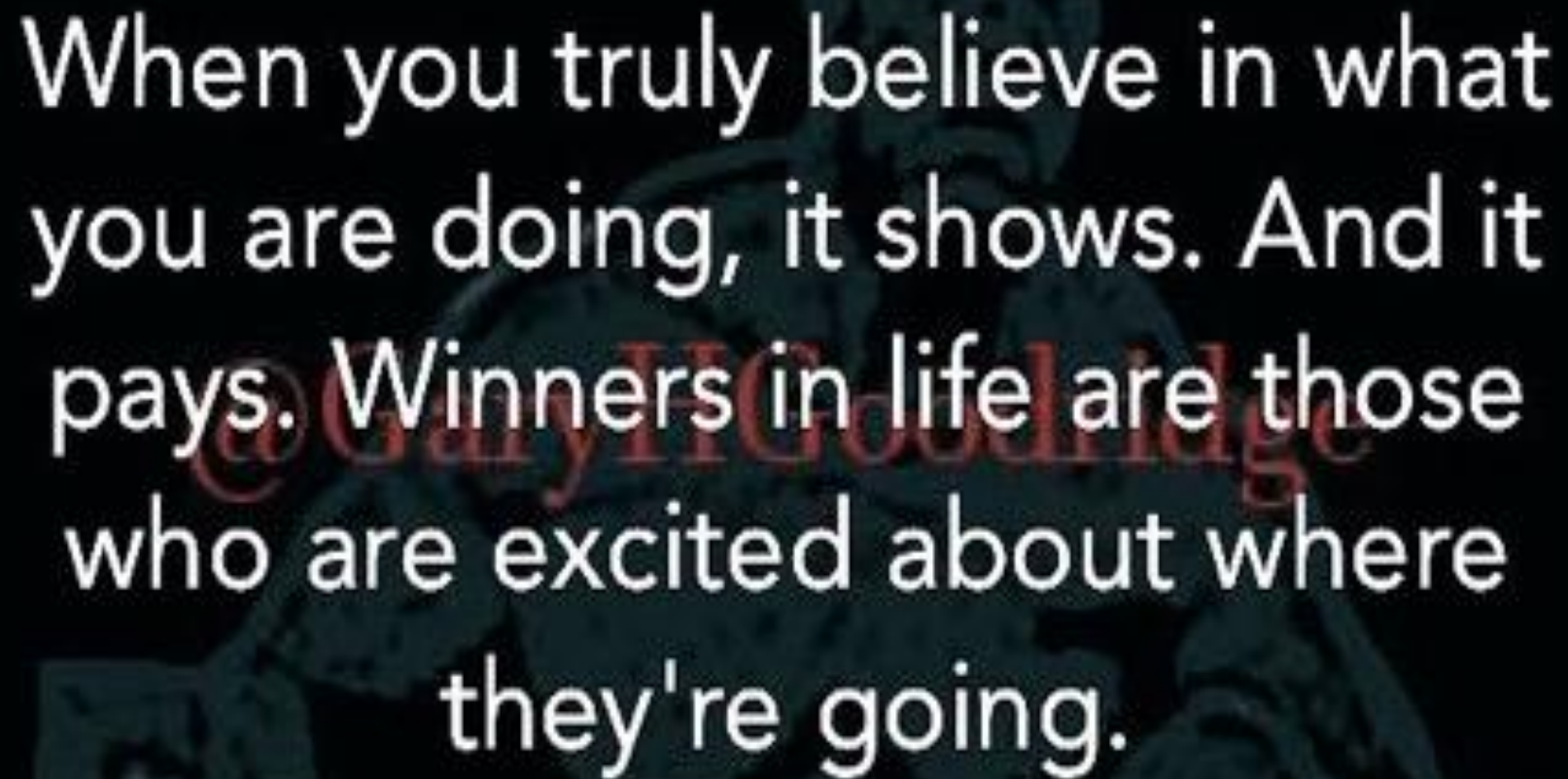




.....  
**Saviour Associates**  
vision • collaboration • communication

# Vision, Communication, Collaboration

- ▶ **Vision** - goals, dreams, ambition
- ▶ **Communication** - write it down, say the words out loud, share it with others who will be involved or impacted, and most importantly own it
- ▶ **Collaboration** - can you do it alone, if not who or what do you need to help you?



When you truly believe in what you are doing, it shows. And it pays. Winners in life are those who are excited about where they're going.

@GaryHGoodridge



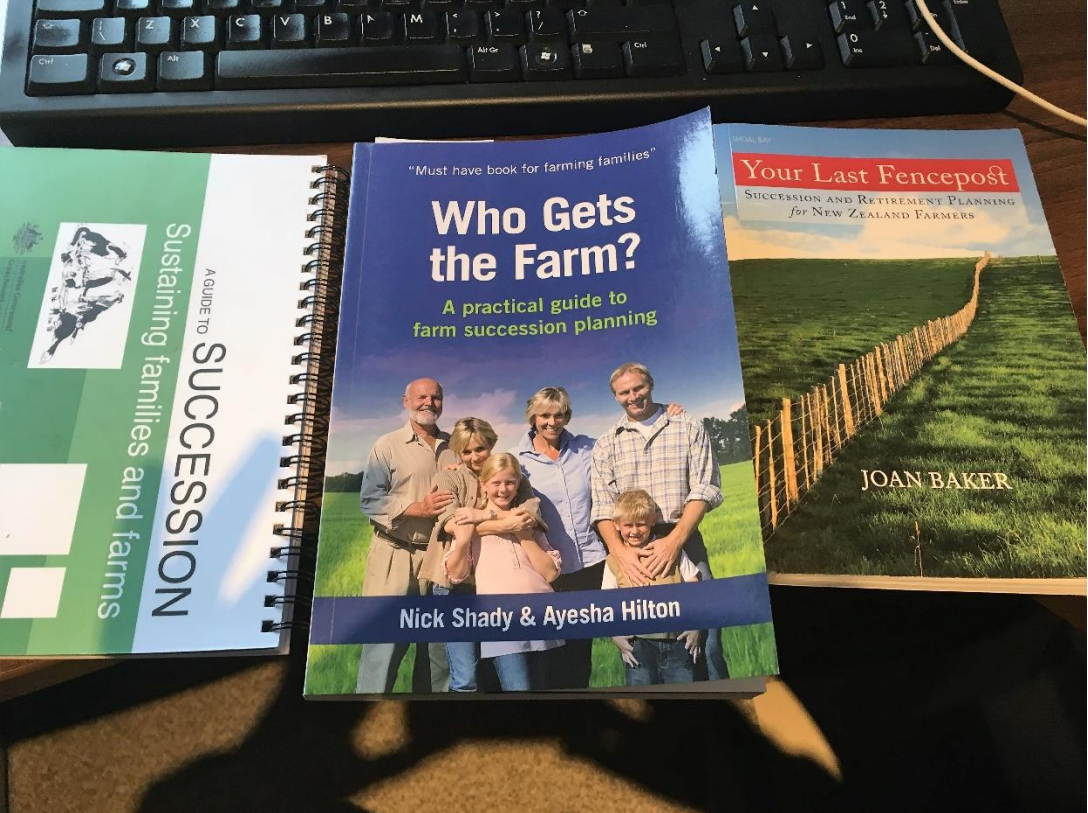
# Me trying to jump over the obstacles in my life



# Australia







Saviours Guide  
To Succession  
Is born

# Preparing for the 6 D's

- Death
- Disability
- Disaster/Disease
- Divorce
- Disagreements
- Debt



# SUCCESSION GUIDING PRINCIPLES INTRODUCTION

- Recognise that each farming business solution is different and unique
- Obtain professional legal and accounting advice
- Communicate openly with family members and professionals
- Recognise differences in generational values within the family

# Where are you at?

- Do you know what you want?
- Are you ready to make the change?
- Have you a time frame in mind?
- Do you have an exit / retirement plan?
- Have you done the numbers / what is the reality?
- Do you know what your spouse / children want?
- Have you discussed this with your family?

## ► What are your dreams?

- What do you want to have?
  - What do you want to do?
  - What do you want to be?
  - Where do you want to live?
  - How would you like to spend your time?
  - What has been on hold all of these years as you have struggled to develop the farm and bring up a family?
- 
- What did you dream of when you were young and do these dreams still have potency?
  - What are you still wanting to achieve?
  - What is the legacy that you wish to leave?

## ▶ How well do you know your business agreements

### ➤ Business structures:

- Sole trader -
  - Partnership -
  - Trust -
  - Limited company -
- 
- Tenancy or contract farming agreements -
  - Life interests -
  - Land ownership agreements
  - Binding agreements pre / post nuptial -

▶ **Check List** - Some of the technical information you need to collect and have ready for your meetings with your professional, legal and advisory teams includes:

- ▶ Legal will(s)
- ▶ Power(s) of attorney
- ▶ Property deeds
- ▶ Mortgages and loan information
- ▶ Past and any current tax records and information
- ▶ Past and current financial records
- ▶ Past and current financial statements
- ▶ Past and current production and performance records
- ▶ Bank account information
- ▶ Savings and off-farm investment information
- ▶ Retirement planning and savings
- ▶ A current list of debts and other liabilities
- ▶ A current list of suppliers and service providers (e.g. lawyer, accountant, nutritionist/feed company, equipment supplier, etc.)
- ▶ Any other business related material or information

### **Land Ownership**

- Title references
- Acreages
- Relative location of properties

Mortgagees

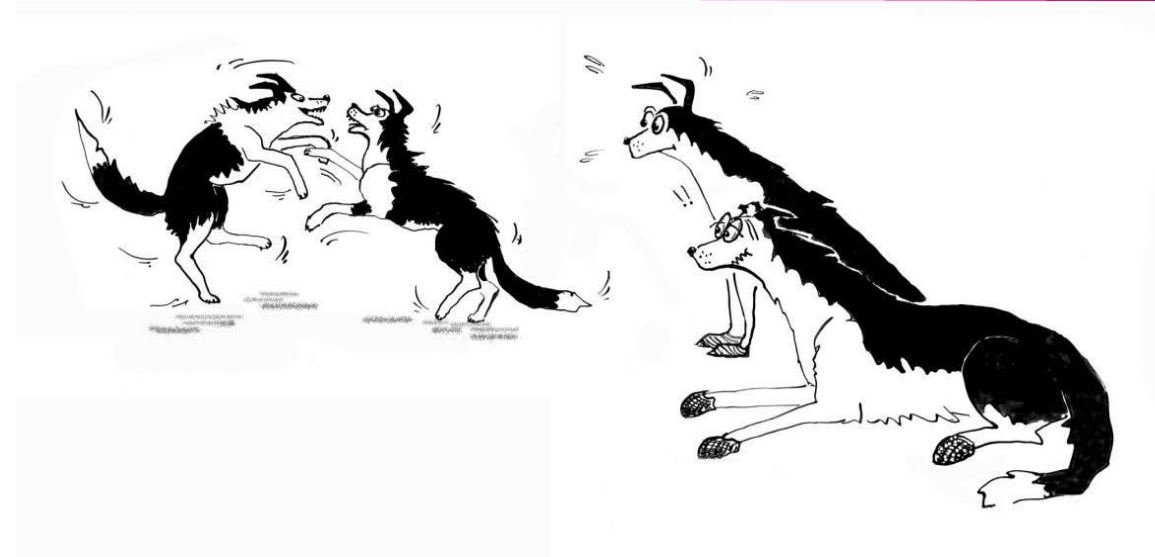
Diversification projects / ownership

# Life

Honesty meeting- every member of  
your family/team  
why are we here we are, where do  
we want to be, what makes you  
happy? Or more importantly what  
makes you unhappy!

# SMALL STEPS

- ▶ Create a plan
- ▶ Take advice
- ▶ Keep Control
- ▶ Communication within the family
- ▶ Why use a facilitator?
- ▶ Wills / POA
- ▶ Company or Partnership
- ▶ Know your numbers & options



# Points to remember when dealing with different generations

- ▶ • differing work ethics
- ▶ • different perspectives on work
- ▶ • distinct and preferred ways of managing
- ▶ • unique ways of viewing quality
- ▶ • different priorities that effect how and when they show up for work.
- ▶ **Understanding contrasting views**

## ▶ **Education & Qualifications**

## ▶ **Business role**

## ▶ **Career**

## ▶ **Lifestyle**

## ▶ **Attitude**

- ▶ **Veterans Work First!**
- ▶ **Boomers Live to Work!**
- ▶ **Generation X Work to Live!**
- ▶ **Generation Y Live, then Work!**

# KASH- The next generation

- ▶ Knowledge
- ▶ Attitude
- ▶ Skills
- ▶ Habits

What do you need to know to be able to run the business

Training / upskilling programme

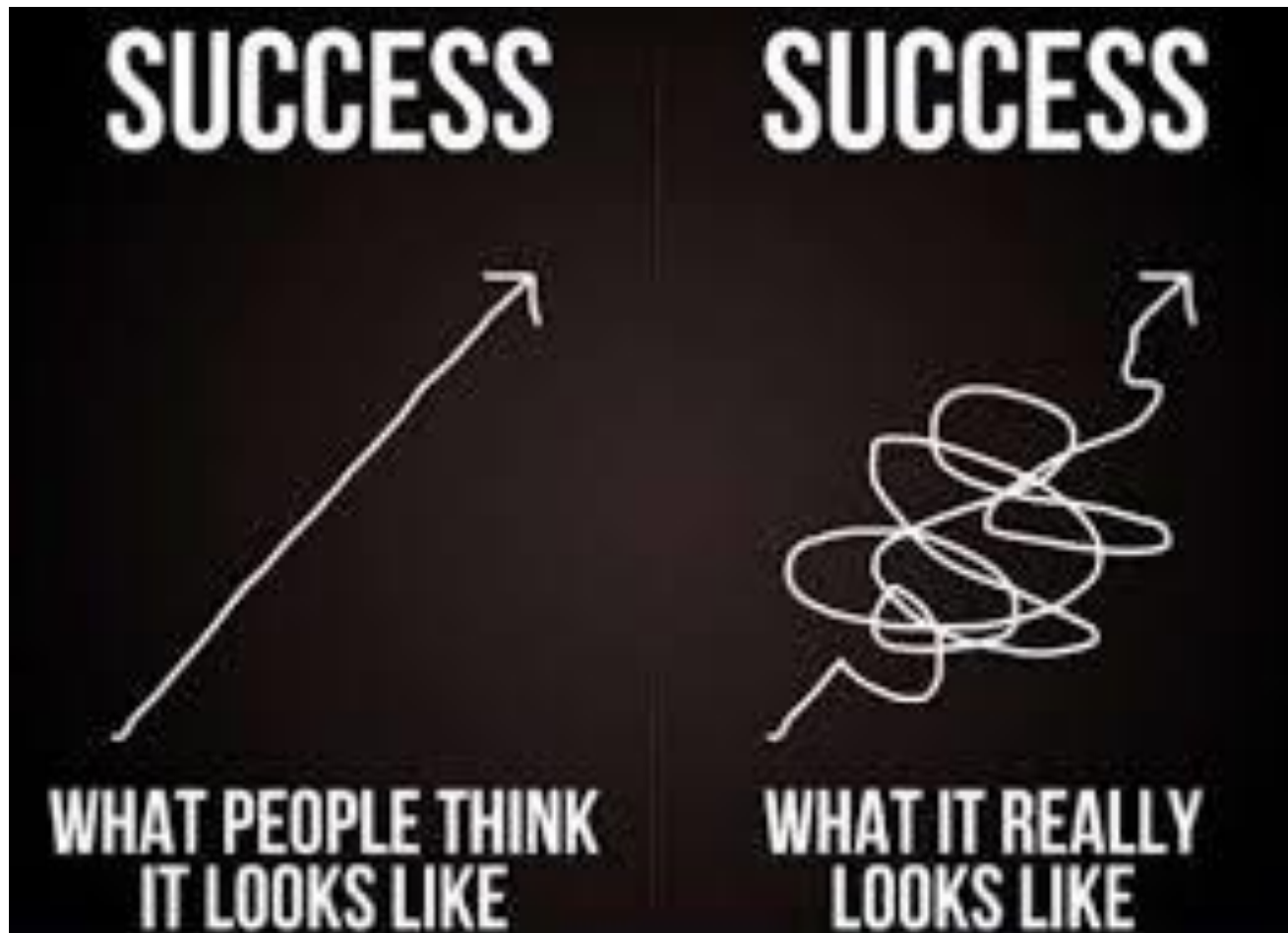
## The most important principles involved in a succession plan are:

- ▶ to work out what the exiting generation wants to do - retire with dignity, where they'll live and what will they do in retirement
- ▶ to identify the needs and aspirations of each family member in each generation
- ▶ To understand the financial performance of the business
- ▶ to manage expectations amongst family members
- ▶ to build, maintain, and if necessary, repair relationships between family members
- ▶ to look at transferring management and control of the farm over time
- ▶ to sort out how to transfer ownership or sale of the farm
- ▶ what agreement should there be for the incoming generation and what provision is there for the non-farming children.

## ► Reverse budgeting - getting your own house in order

- When will you retire or leave the business?
- What provisions have you to live off - how much money will you need?
- What will retirement look like for you - will you still work PT/ or leave and start a hobby / new career?
- What skills do your next generation have to take over the business?
- Are these enough, what & where can they go to learn / gain experience?
- How viable is your business?
- Is there enough money in the pot, is the pot big enough to allow everyone to do what they want to do?
- Have you other off farm dependants?
- What professional support will you need to help you?
- Time frame?
- Succession strategy get it written down?

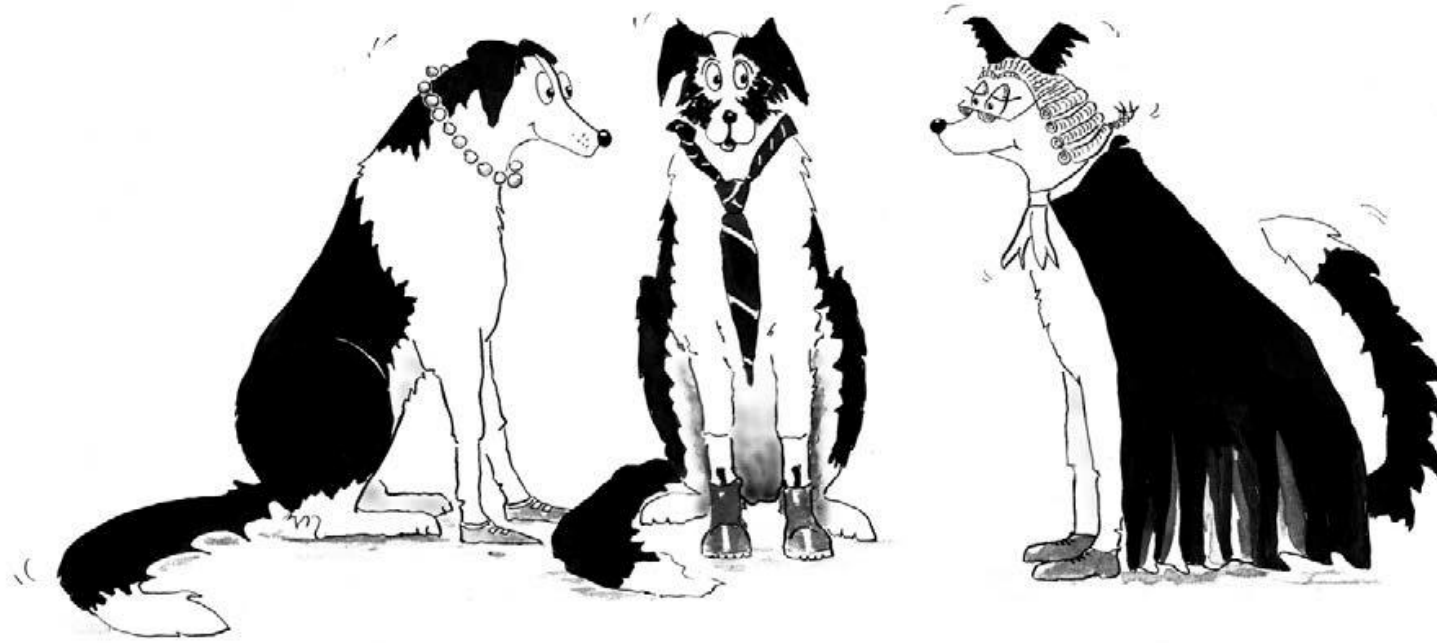
# Succession Route




Surround yourself with  
those who bring out the  
best in you, not the  
stress in you.

23  
@911Well

No one plans to fail ... however we shouldn't fail to plan!



A photograph of a suspension bridge, likely the Golden Gate Bridge, with a quote overlaid in white text. The bridge's structure, including the towers and cables, is visible against a slightly hazy sky. The quote is centered and reads: "Sometimes there is no next time, no time-outs, no second chances. Sometimes it's now or never."

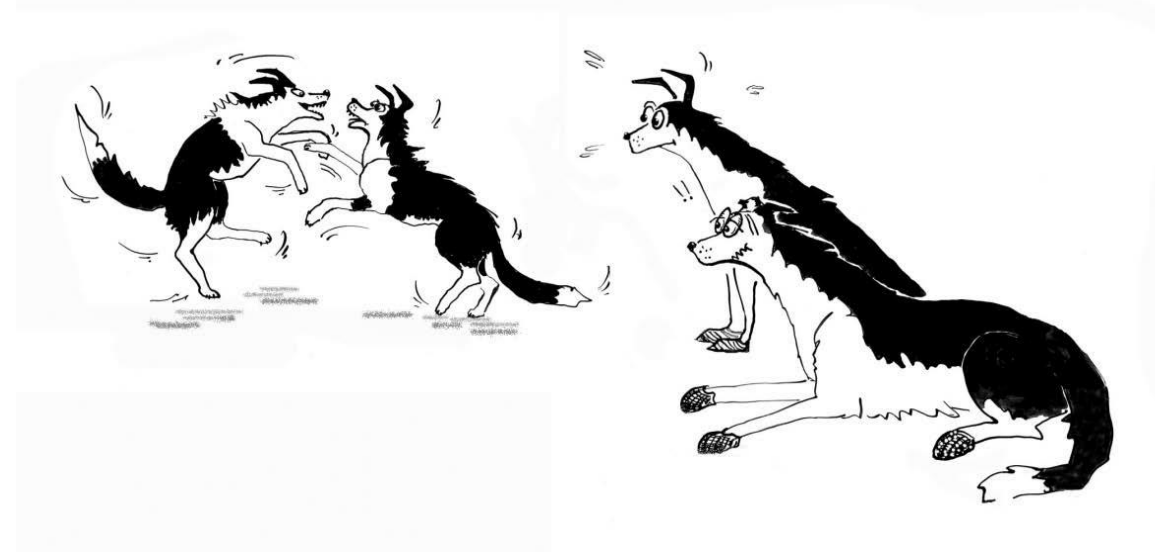
“Sometimes there is no  
next time, no time-outs,  
no second chances.  
Sometimes it’s now or  
never.”

— Alan Bennett

[lessonslearnedinlife.com](http://lessonslearnedinlife.com)

# SMALL STEPS

- ▶ Create a plan
- ▶ Take advice
- ▶ Take control
- ▶ Communication within the family
- ▶ Use a facilitator?
- ▶ Wills / POA
- ▶ Know your numbers & business





*Life is all about ass...  
You're either covering it,  
Laughing it off,  
Kicking it,  
Kissing it,  
Busting it,  
Trying to get a piece of it,  
Behaving like one,  
or you live with one!!!*



Saviour Associates

vision • collaboration • communication