



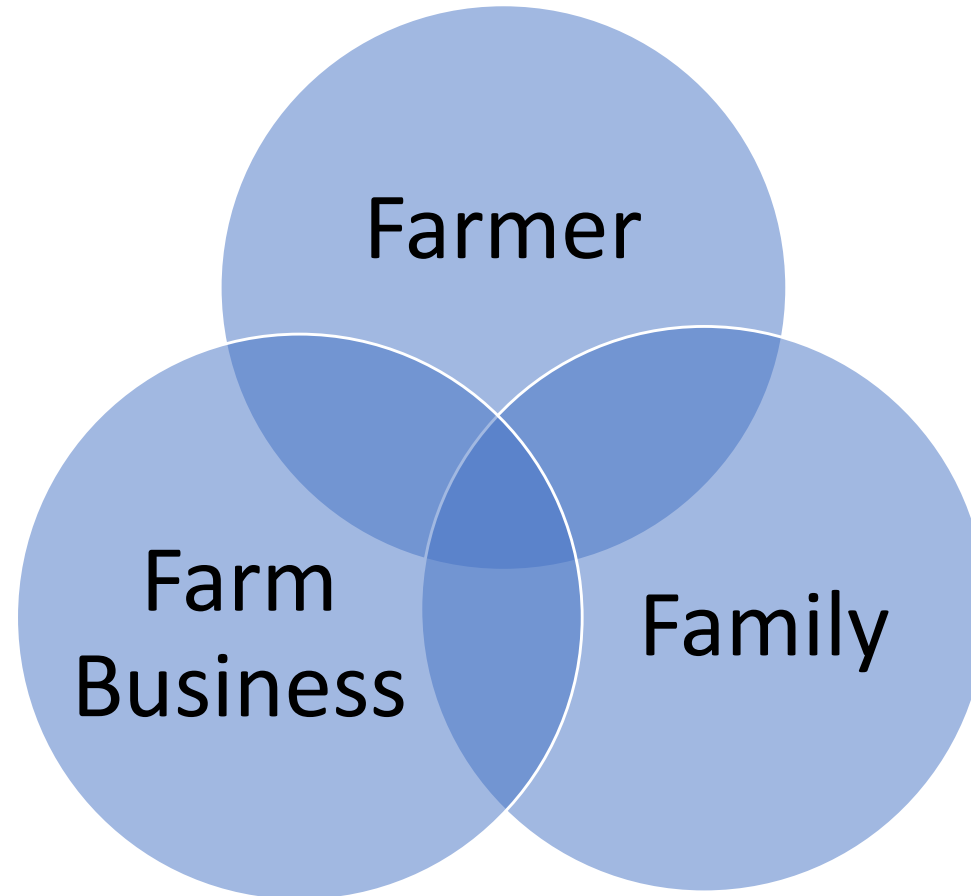
Facilitation & Mediation
Farm Succession Conversations

6th October 2021



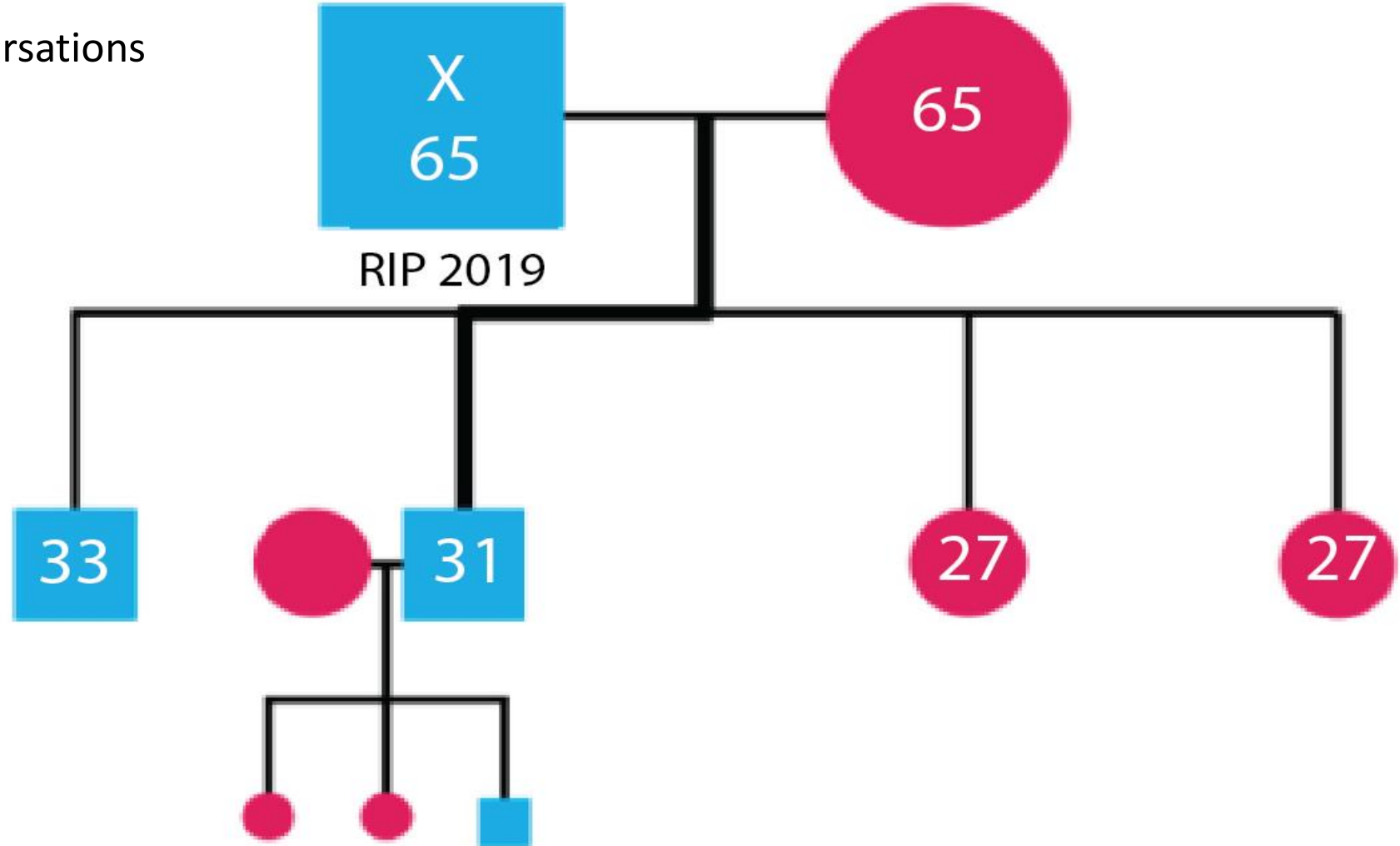
Interdependent Relationships

Communication is an ongoing process.

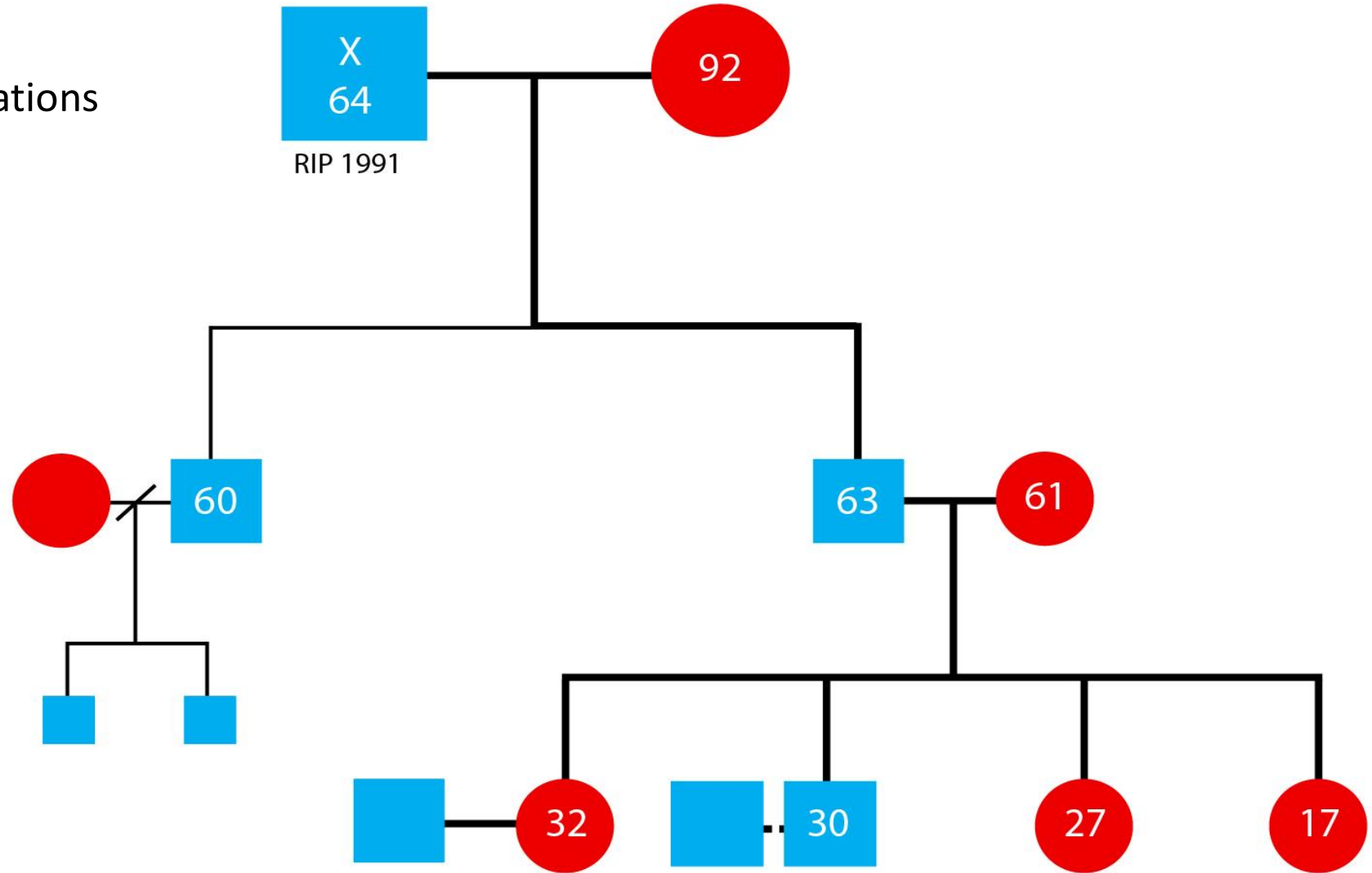




Case 1.
Succession planning conversations



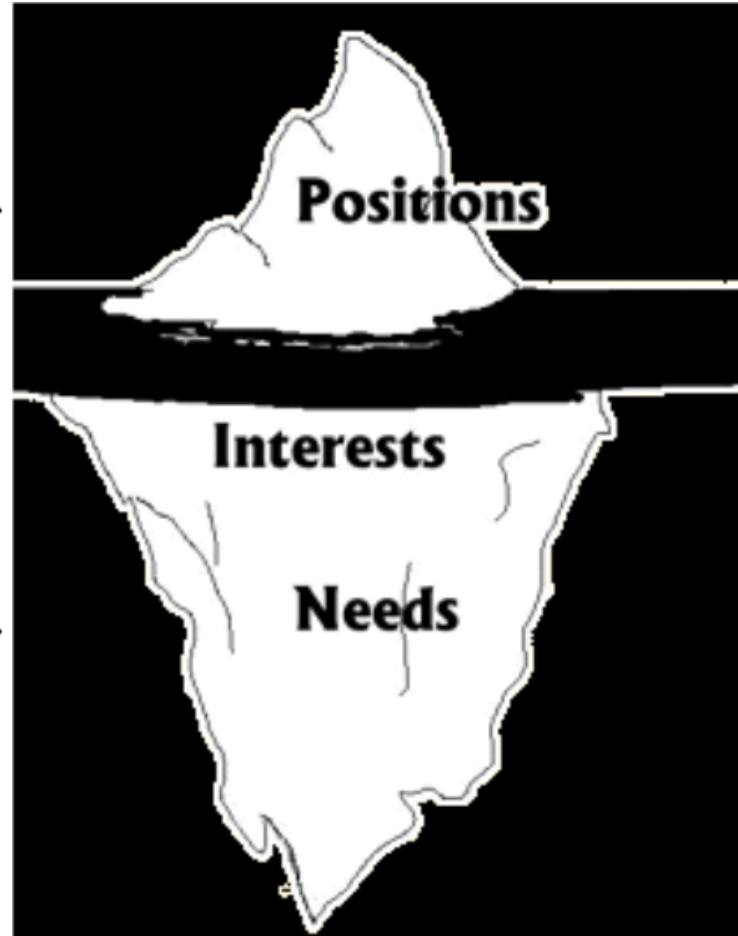
Case 2.
Succession planning conversations



Communication Iceberg

What is usually seen
in conflict situations:

What mediators
work with:

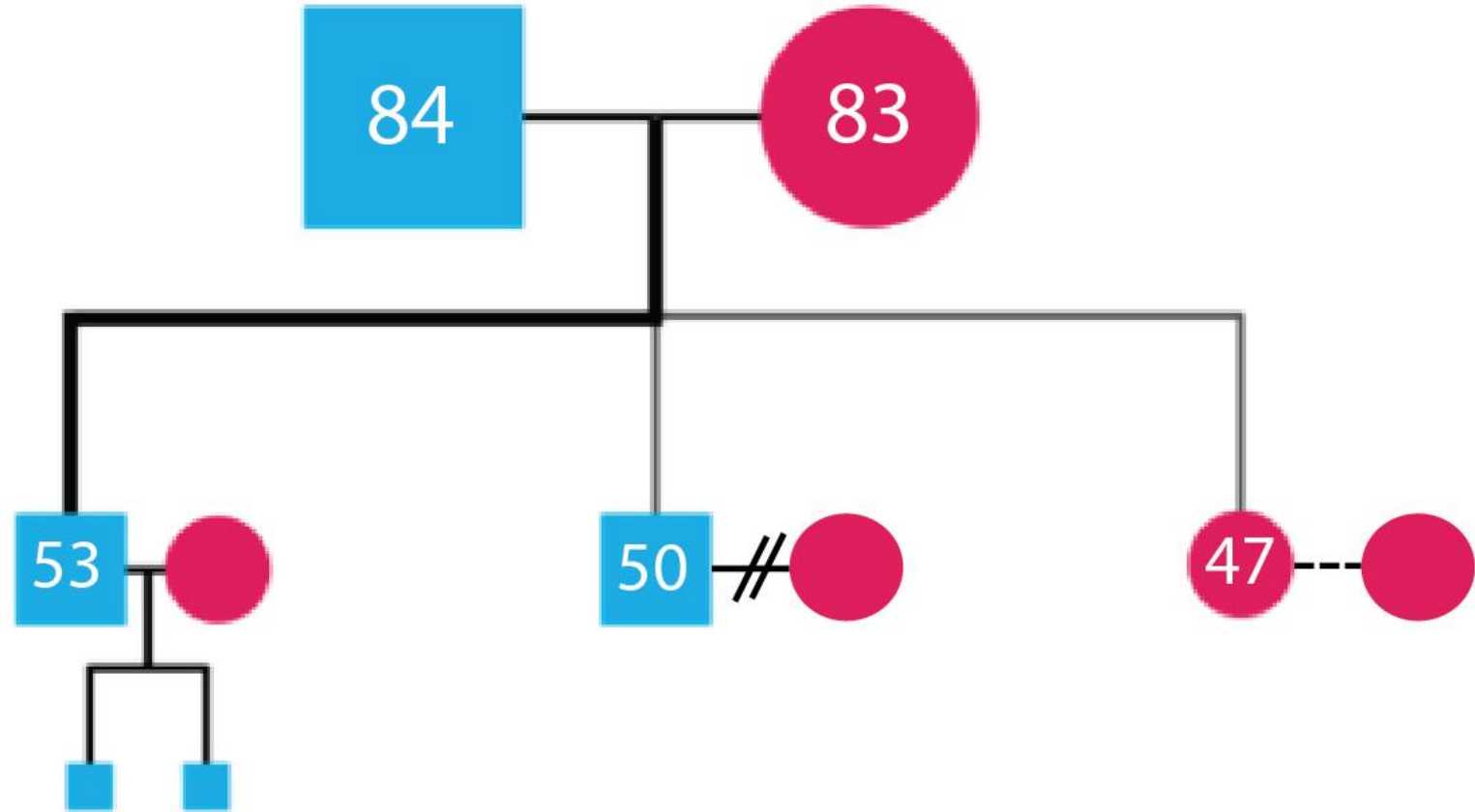


Try asking open questions

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

