

# SUCCESSION 101: *Farming Families Worksheet for Partners*

This worksheet is designed to help at the couples / partnership level. This is about giving you both the opportunity to check you are on the same page. It is important to know your partner has your back. Once again remember, it is much better to make time for important discussions then live with assumptions. Men and women have different priorities and viewpoints and often express them differently. The purpose of this worksheet is to articulate your shared position in terms of where you fit within the family and business.

For a business to be viable discussions must be open and managed with understanding. The reality is when families don't discuss expectation that is when people feel hurt and the damage is done. When completing this form and discussing your findings you need to remember the following:

- Feelings aren't right or wrong they simply express where you are at
- This can be a difficult conversation but the benefits make it worthwhile
- Both partners must have completed the individual worksheet
- This is the stage you talk through your feelings so that when you articulate your position to the larger group you can do so without excess emotion
- You may need to do this exercise several times. First, read through each other's worksheets without talking about them. Reflect and then read your worksheet aloud to your partner. Or it may suit you to just start a two-way discussion.
- Using dot points is fine, as long as there is enough information for both partners to follow

## **Q.1** Why are we involved in the family business?

## **Q.2** What are our shared core values (set of beliefs)?



**Q.3** Our definition of success is...

**Q.4** What would we like from the family business?

**Q.5** Currently, our expectations are...

**Q.6** Our top 3 issues/concerns about our future are...



**Q.7** Our reasons for feeling this way are...

**Q.8** We believe a reasonable timeframe to finalise a succession plan is....

**Q.9** We would feel we are progressing if...

**Q.10** The most important thing for us right now is...