

Chapter 11

The Miracle of Commitment



“Dream no small dreams, for they have no power to move the hearts of men.”

Johann von Goethe

DEDICATION TO LEGACY

Commit today to ensure future business and family success.

Congratulations! It appears your family has taken a giant leap toward multi-generational success. It's always easier to talk about doing something, but action takes commitment.

The succession planning process requires family members with varying personalities and differing needs to meet in the spirit of cooperation and compromise. They must negotiate the who, how, when and what of transitioning the farm to the next generation.

When a family dedicates its time and resources to succession, we see major and immediate changes in its collective behavior. Parents begin letting go, allowing adult chil-

dren the latitude to make more decisions and the space to assume more responsibility. Children become more assertive, often rising to new levels of dependability. Though real change takes time and the formation of habit, the behavioral improvements are immediate, noticed and appreciated. We refer to this "the miracle of commitment."

As you begin the journey, keep the Succession Planning Action Guide on page 82 handy. Crossing each step off the list will help ensure you're developing a comprehensive succession plan that will help you build something bigger than self and serve your family for generations to come.



CHAPTER 11 EXERCISE

COMMITMENT AGREEMENT

When you decide to make succession planning a priority, we want to help you follow through with your decision. Kevin Spafford and the Farm Journal Legacy Project team will follow up to remind you of your commitment. They will contact you on the date you provide below to check on your progress and answer any questions.

NAME: _____

OPERATION: _____

E-MAIL ADDRESS: _____

TELEPHONE NUMBER: _____

YES, we believe succession planning is important and want to make it a priority. We commit to take the next steps in the succession planning process.

By _____ (date) we will take the following actions:

- Hold a family meeting
- Start the succession planning process
- Identify a professional adviser
- Implement a succession plan
- Review our current plan
- Other: _____

Signatures:

Date:

Scan, then e-mail this form to LegacyProject@FarmJournal.com, or fax it to (530) 345-7474.

You can also find this tool at
www.FarmJournalLegacyProject.com.

