

The logo for the Farm Journal Legacy Project. It features the words "FARM JOURNAL" in a bold, sans-serif font above "Legacy Project" in a large, elegant script font. The text is set against a background of a yellow and orange gradient. Below the main text, it says "DEVELOPED BY FARM JOURNAL AND SUPPORTED BY PIONEER A DUPONT BUSINESS" with the Pioneer logo (a green plant icon) to the right.

Cultivating Multigenerational Success  
in the Agricultural Community

## Succession Planning Action Guide

Check off each action step as you proceed through the succession planning process.

- Decide to secure your legacy
- Schedule a family meeting.
- Distribute "Conversation Starters."
- Define succession planning objectives.
- Identify a facilitator.
- Schedule a consultation.
  - Refine goals.
  - Seek commitment from family members.
- Conduct research and define corrective actions.
  - Business planning
  - Operating agreement
  - Employment policies
  - Other legal agreements
  - Leadership development
  - Ownership transition
  - Financial security
  - Estate planning
  - Dispute resolution
- Agree on an ongoing communication strategy to inform family.
- Bring in additional assistance as necessary.
- Review annually.