

**FARM JOURNAL**  
*Legacy Project*

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Cultivating Multigenerational Success  
 in the Agricultural Community

# Leadership Development Action Plan

Prior to addressing leadership development, we recommend that you update your business plan and operating agreement to reflect ownership transition.

Description of Task	Date Assigned	Date Completed
1. Revise job descriptions, roles/responsibilities to reflect ownership transition. (Recommend: gradual ownership transition)		
2. Draft/adopt a family employment policy.		
3. Define wages, benefits, bonuses, ownership opportunities (if applicable).		
4. Engage Management Research Group® in a LEA Leadership Culture™ for operation to: <ul style="list-style-type: none"> <li>• Assess leadership culture</li> <li>• Prepare for organizational change</li> <li>• Determine gap between current/desired leadership culture</li> </ul>		
5. Each management member (current/future) participates in an Individual Directions Inventory™ assessment and debrief with Management Research Group® facilitator. The IDI™ measures a person's motivation for: <ul style="list-style-type: none"> <li>• Interacting with the environment</li> <li>• Striving for specific emotional rewards</li> <li>• Adopting development programs specific to needs/results</li> <li>• Development planning based on factors within an individual's control.</li> </ul>		

Description of Task	Date Assigned	Date Completed
6. Devise an action plan, based on IDI results and debrief.		
7. Enroll in “The Executive Program for Agricultural Producers” (TEPAP).		
8. Upon completion of TEPAP, participate in the “Association of Agricultural Production Executives” (AAPEX).		
9. Identify and join a peer group that complements the needs of each individual and the operation.		
10. Identify a mentor[s] and establish a regular mentoring/protégé visit. The visits should include a: <ul style="list-style-type: none"> <li>• Regular schedule</li> <li>• Agenda</li> <li>• Assignments (homework) for both mentor and protégé</li> <li>• Follow through to ensure action and growth</li> </ul>		

*For more info, see [What Makes Them Tick](#) (from Legacy Project 2011 Report)*