WHEATBELT MEN’S HEALTH, Inc
...raising awareness of men’s wellbeing through education...

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Healthy Farming?

Requires Healthy “FARMERS”!
OUR VISION

• To empower men (and their families) through education to manage their wellbeing.
What are the Stressors for you?

Different things will create stress for different people and include:

- Weather
- Labor
- To Spray or not to Spray
- Supplies Grain varieties fertilizer etc
- Machines - suitability
- Family issues
- Breakdowns
What are the Stressors for you?

Different things will create stress for different people and include:

- Succession
- PROGRESSION
Progression Planning

People Matter – Maintaining Relationships.

A Health & Wellbeing approach to Succession Planning and Transition.
WHY PROGRESSION?

- WMH INC through our work with rural communities is increasingly aware of the distress being described by farming families trying to manage succession planning.
Why Progression?

- A lot of mixed messages are received and given using the word succession. For most it seems to mean “the king is dead” who is the next king.
Why Progression?

- We need to focus our thoughts on how we shift the farming business into the next era and generation.
- And “people” from one phase of their life to the next.
Why Progression?

The word “progression” encapsulates more options than succession.
Why Progression?

Progression Planning considers relationships before the business issues.
How Cars are Recovered in Ireland

The Murphy's Law Story

or

How to Compound a Catastrophe
“Hey Paddy, we've got dis here car ta pull out.”
“Shamus, we're pullin' it up now.”
Here Paddy, what happens if da crane can't hold it?"
"Shamus me lad, don't you even tink about dat happening."
“Hoy Paddy, oi didn’t even tink it, oh shoit!”
“Shamus, moi boy, go get a bigga crane.”
“Alroight, Paddy.”
"Ah Shamus, dis bigga crane is doin' da job well."
Dat it is Paddy, dat it is.”
Now for da first crane Shamus, up it cooms.”
"What's happening Paddy, what's happening."
"Oh f*#k Shamus, we've got ta get an even bigga crane!"
Doing the same thing over and over only on a bigger scale doesn’t work

We have to think differently
Progression is not just a Business transaction

It is Primarily about “RELATIONSHIPS”

The greatest risk to a farming family’s viability in the long term is relationships.

The Relationships

How many times have we just thought...."If I just close my eyes the bitch will go away"
Empowering People

American Bureau of Health Research
Key Issues in Progression Planning

- What is the Farm Business?
- Stakeholders: Who are Involved?
- Family Communication
- What do Stakeholders Want?
- Reaching an Understanding
- Transition Period
- Using Outside Expertise
WHAT IS THE FARM BUSINESS?

- The Business of Farming.
- The Capital Base – Land
- The People.
The Business of Farming.

- Separation of land ownership from the “business of farming” is important in farm progression.

- Looking at the business of farming:
  - The physical aspect of farming creating the cash flow making the business profitable.
  - The management of the business.
  - Operational control vs. Ownership control of land.
The Capital Base - Land

The land. (Generational Connection)

- **The capital base - land**
  - Resolving land ownership issues.
  - Separation of land ownership from the business of farming will allow:
    a) Different progression opportunities
    b) Equitable distribution of assets (inheritance) to the next generation.
The People.

- The people in the business of farming (Parents and Others)
- The people with an interest and passion to go farming (Children)
- The people with no interest or passion to go farming (Children)
- Consider the relationships.
STAKEHOLDERS: WHO ARE INVOLVED?

- Stakeholders – Questionnaire
  1. Are parents/grandparents involved?
  2. Are uncles/aunties involved?
  3. Are other siblings involved?
  4. What role has my wife/husband got?
  5. Are my kids involved?
  6. How long have I/we been involved?

(Shit its been a long time!)
FAMILY COMMUNICATION.

- Improving Family Communication
- Active Listening
- Male/Female Thinking
- Communicating with Men
- Meeting’s
WHAT DO STAKEHOLDERS WANT?

- Generational Goals
- Questions to Ask Your Spouse
  - About progression and/or retirement
  - About progression & business development
  - About your children
  - About your farm
- Desired Future Position
- Clarify your goals
Clarify Personal Goals (Without Emotion)

- Which is most important, our family relationships or the family business?
- When should we give our children freedom and independence?
- What are our attitudes to equity in wealth distribution?
- What liabilities do we still carry to the older generation?
- What do we want to preserve of the family farm and why?
- Have we created in some family members an unreasonable expectation?
Estate Planning

Dan found out he was going to inherit the family fortune when his sickly father died, he decided he needed a woman to enjoy it with.

One evening he went to a singles bar where he spotted the most beautiful woman he had ever seen.
Estate Planning

I may look like an ordinary man he said as he walked up to her, but in just a few months I will inherit 20 million dollars.

Impressed, the woman went home with him that evening.
Estate Planning

Three days later she became his stepmother.

Women are so much better at planning than men!
The very first step in the planning process begins with finding out how both you and your spouse feel about the future.

*Before We Discuss With The Children*
Questions to Ask Your Spouse (Older Generation)

About Progression and Retirement:

• What do you want to retire from?
• When do you want to retire?
• Where do you want to retire?
• What is life going to look like after the farm?
• How much money do you need in order to achieve our retirement lifestyle dreams?
• What's the best way to obtain that money? (from farm sale, farm rents, savings, pensions etc)
Questions to Ask Your Spouse (Younger Generation)

About Progression and/or Business Development:

• What is life going to be like on the farm?
• How can we expand and grow?
• How can we earn/gain/buy some control?
• How much money do you need? (Financial expectations and package you’re on!)
• Educational requirements of young families.
• Health services!
For Farming Families There is Often Conflict

Her Dreams
- Relationships
- Lifestyle
- Children’s Education
- Farm Priorities
- The Home
- Retirement

His Dreams
- The Farm
- The Farm
- The BLOODY Farm!!
- Lifestyle
- Bureaucratic Bull....!
- Children’s Education
- I’ll die farming!
Some Simple Rules

• Start planning early, when your kids leave school the plan should be in place and understood.
• Sort the relationships first
• Debate the issues openly with those that matter
• When children come to work on the farm be clear on where its going. *(Sell the business not the farm)*
• Seek outside help for more than *Financial* and *Legal* matters. *(Maybe More than your Farm Consultant, Accountant or Legal Eagle)*
• Have a handover strategy and stick to it.
In Summary.

- Successful farming is about getting a lot of things roughly right and nothing precisely wrong. (It helps when it rains)

- Don’t do what other’s say, just listen to them, and do what you feel good with. (Quote – Warren Buffet)
Progression Planning Presentations

• STEP ONE
• organize your own group (min of 6) and venue for a free educational presentation addressing key relationship issues on progressing your farming enterprise.
Progression Planning

Presentations

- STEP TWO
- Focus on empowering all legitimate parties to have a role in the process
Progression Planning Presentations

• STEP THREE
• Phone Wheatbelt Men’s Health Inc.
  And speak to Sally on 96902277
• Email menshealth@agric.wa.gov.au
Get The Balance Right!