



MANAGEMENT SUCCESSION

How Do We Get There From Here?

Is the Successor Ready?

1. ____ Does the successor have any experience outside the family business?
2. ____ What development plan is needed for the successor?
3. ____ Who besides a parent is teaching and mentoring the successor?
4. ____ Is present management allowing the successor to make an independent and visible contribution to the business?
5. ____ What skills and values inside and outside the business is the successor learning?
6. ____ How well does the successor understand the farm business history, philosophy and strategy?
7. ____ Is the successor using opportunities outside the business to exercise leadership and gain respect?
8. ____ Does the successor have a personal vision for the business, one that will provide a sense of purpose when times get tough?
9. ____ Does the successor tend to isolate himself/herself and his/her decisions or does he/she share interests and concerns with others?