

Topic 12: Go / No Go Decision

The go/no go decision topic is designed:

- To summarize the exercises completed in the readiness assessment phase.
- To determine if your family is in fact ready to proceed with plan development phase.

Why is this relevant?

By tying the previous exercises together into a summary document, families can determine if any issues have come up during the previous steps that need to be addressed before proceeding with the rest of the transition plan.

How will this help transition planning?

Simply put, this is the time to make a decision on whether to proceed with a transition planning process or not.

Instructions

1. Complete the go/no go decision exercise as a group.
2. You will use the completed exercises from the Readiness Assessment as references for this exercise. Make sure to have them available.
3. Under each exercise heading, read the introductory question. Discuss the question and add comments as applicable.
4. If you encounter conflict, disagreement or uncertainty during this discussion, you may want to consider a corrective action. A corrective action would be an action or activity the family or individual members should complete to bring the family into agreement on that particular issue.
5. Answer the summarizing question – **“Does the corrective action require us to put transition planning on hold?”**
 - a. A **no** answer to each of the ending questions indicates you appear to be ready to proceed to the next steps in completing your plan.
 - b. If you have a **yes** answer to one or more ending questions, you should consider putting your transition plan on hold. You should determine:
 - i. what your corrective action will be and how you will know when it is completed
 - ii. what the timeline is and who will be involved in completing the corrective action
 - iii. when will you revisit the readiness of your family to complete the plan



EXAMPLE

Goals

Do we have similar goals for the future of the farm? Do our personal and family goals complement this future? Are our goals in line with transition planning?

Comments:

A major goal for Rob and Faye is to reduce Rob's stress level. John and Rebecca agree with this goal.

Corrective Action (if any):

None needed.

Does the corrective action require us to put transition planning on hold? (Yes/No)

No.

Values

Do we have similar values about how a family business should be operated? Do our personal values complement each other's? Will opposing values create long term conflict (or conflict in the longer term) between those managing the farm?

Comments:

There are some minor differences between Rob/Faye's values and John/Rebecca's values. Overall quite similar.

Corrective Action (if any):

None needed.

Does the corrective action require us to put transition planning on hold? (Yes/No)

No.

Retiring and Succeeding Generation Initial Thoughts

Are there core issues within our initial thoughts that need to be addressed before a transition plan can be developed? Do we need to conduct further research into one or more areas?

Comments:

There are some rather large gaps in our plan at this point. We aren't on the same page when it comes to role/responsibility of the transition. We also need to figure out a lot of the finer details of our plan.

Corrective Action (if any):

No major corrective actions are needed. We are hoping that working through the rest of the transition plan will help us make decisions on the details that are lacking at this point.

Does the corrective action require us to put transition planning on hold? (Yes/No)

No.

Financial Performance

Are we satisfied that the farm's financial performance will sustain a transition plan?

Comments:

We are fully confident that our financial situation will get us through the transition plan. What the kids do after that is up to them!

Corrective Action (if any):

None needed.

Does the corrective action require us to put transition planning on hold? (Yes/No)

No.

Management

Will management skills as identified through the Gaining Ground Agribusiness Assessment enhance or hinder our ability to develop a transition plan?

Comments:

We are not overly worried about the results from this assessment. However, we will definitely be keeping our eyes on the HR area. It is clear that area could use some improvement.

Corrective Action (if any):

None needed immediately. We would like to get better in all areas.

Does the corrective action require us to put transition planning on hold? (Yes/No)

No.

Personalities/Behaviours Audit

Can the different personalities involved work together effectively to develop and implement a transition plan?

Comments:

Yes, our personalities seem to be working together quite well so far. No worries here!

Corrective Action (if any):

None needed.

Does the corrective action require us to put transition planning on hold? (Yes/No)

No.

Historical Business Development

Are there events in our farm's history that need to be clarified? Are there lingering effects from historical events/decisions that need to be addressed?

Comments:

We actually found this exercise to be quite enjoyable. Reflecting on our farm's history and where we've taken it helped us to appreciate the importance of transitioning it successfully in the years ahead.

Corrective Action (if any):

None needed. However, we would like to write a better farm history in the near future. We would like this to be available for future generations.

Does the corrective action require us to put transition planning on hold? (Yes/No)

No.



PLANNING POINTERS:

- Some differing opinion is manageable. You are not required to have everyone in complete agreement on all topic areas.
- Try to determine if differing opinions will be significant enough to require corrective action at this time.



WHAT TO WATCH FOR:

- People can have differing opinions on some or all of the topics. Differing opinions can be helpful if managed correctly. Try to come to a consensus on each topic area.
- In a situation where there are some unresolved differences of opinion, you can proceed to plan development and watch to see if the differences become a problem. If they do, the process can be halted and corrective action taken. This not an ideal situation but certainly can be managed.
- Consider using an external facilitator if you are concerned about some potential for conflict during this discussion.

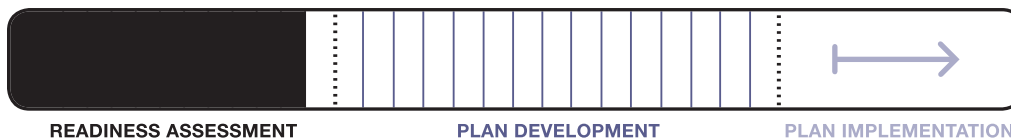


EXERCISE: Go to the forms appendix pages 239-242 (at the back of this guide) for a blank copy of the Go/No Go Decision exercise.

Next steps

Congratulations on completing this topic. You are now a step closer to having a transition plan for your farm. Please proceed to the next topic area on your Transition Plan, but don't forget to add any assigned tasks that were generated by working through this topic.

Planning progress



Go/No Go Decision

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Corrective Action (if any):

Does the corrective action require us to put transition planning on hold? (Yes/No)