

Responses to a Conflict Situation on the Smith Family Farm

CLD1-7-ANR - PPT #1

Smith Family Farm scenario

- Bob and Jane Smith are both 70 years old and purchased the 500-acre family farm in 1969.
- They have four children; but only one son (Joe – 45 years old) works on the farm with the parents. The other three went to college, got married, and went to work in other states.

**Joe wants to have a Smith Family Meeting
at Thanksgiving to
discuss the future of the farm.
Who should be invited?**

- Parents and four children?
- Parents and four children, and four in-laws?
- Parents and four children, four in-laws, and professional advisors?

Joe is your brother. What is your response about having the meeting?

- Avoidance?
- Accommodation?
- Competition?
- Compromise?
- Collaboration?

Your spouse reminds you of the following:

- How very hard that you worked as a teenager on the farm
- There are 300 acres of row crops on the farm and grain prices are now at record prices

**Since Joe is your brother,
how would you respond to him
wanting to discuss a transition plan?**

- Avoidance?
- Accommodation?
- Competition?
- Compromise?
- Collaboration?

**Your parents have only said they want to be “fair” in their will.
What response is that?**

- Avoidance?
- Accommodation?
- Competition?
- Compromise?
- Collaboration?

After eating the traditional feast at Thanksgiving, you go to the meeting. What is your response?

- Avoidance?
- Accommodation?
- Competition?
- Compromise?
- Collaboration?

What is your response to scheduling a group meeting in December with an Attorney and a CPA who specialize in farm transitions?

- Avoidance?
- Accommodation?
- Competition?
- Compromise?
- Collaboration?