

Communication Roadblocks

Elaine Froese

www.elainefroese.com

1-204-534-7466

elaine@elainefroese.com



CAFA

Canadian Association
of Farm Advisors



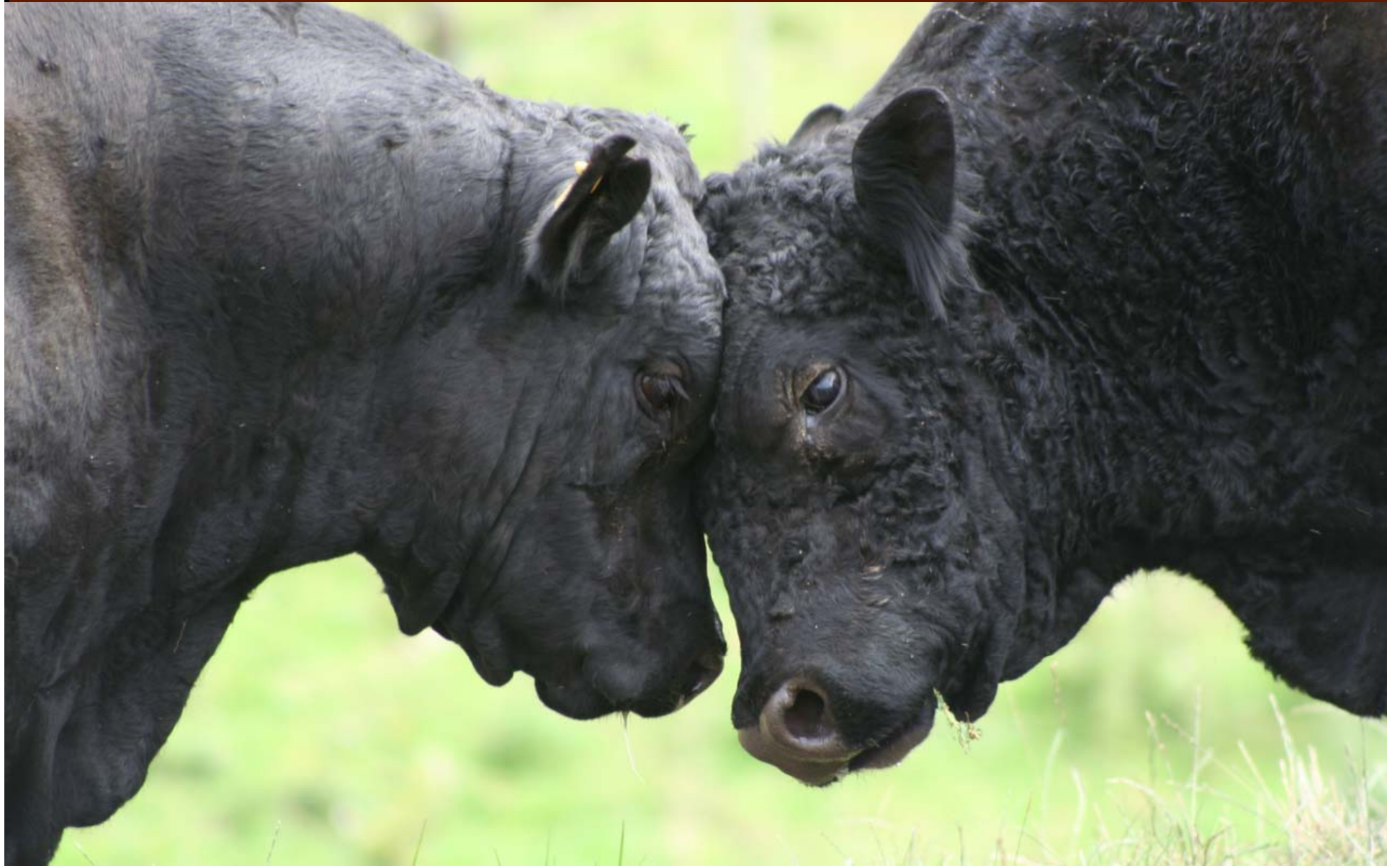
www.elainefroese.com





Counseling is about recovery
Coaching is about discovery
Only you can fix you

www.elainefroese.com



www.elainefroese.com

Discuss the undiscussabull™

Key Challenges

- Fairness
- Sweat equity
- Lifestyle needs



www.elainefroese.com/farmfamilycoaching/contact page for complimentary initial consultation

www.elainefroese.com

Roadblocks?...overwhelm

Key Challenge questions: Check those that apply to your situation

A better understanding of how to be fair to family members.

Getting clearer about recognizing the value of contribution and sweat equity to the farm.

Becoming better organized to have both my succession life plan & estate death plan in order

Explaining more effectively why certain decisions/family decisions are made

Recognizing the income stream that we require when the farm transfers

Dealing more effectively with residence needs

A better understanding of what is enough to live on

Hearing more about off farm income streams

Increasing my expertise at financial planning

Becoming more aware of what is risky in changing ownership of the farm

Defining the actual financial snapshot of the viability of the farm operation

Becoming more aware of what is next for me after the farm transfers

Having more fun in my life

Building a more workable succession plan

Better honouring of the timelines we have agreed to

Getting more ideas to expand options

Decreasing anxiety over the uncertainty of the future

Avoiding the typical mistakes farmers make in farm transfer planning

Becoming clearer about who does what in the daily farm operation

Greater understanding of who is the ultimate decision maker

Learning to better handle different responsibilities

Learn better conflict resolution skills

Better understand how to clarify my intent

Express my thoughts more effectively

www.elainefroese.com

What do you want ?



www.elainefroese.com

What's the most important thing for you to talk about?



www.elainefroese.com

Self Care

- Are you in good enough shape to communicate well and make good decisions?
- When did you last see the doctor?

Clean your dirty filter of anger

- No violence
- No silence
- Anger stems from fear, hurt and frustration
- Anger is a choice

Why don't you want what I want ?

HEAD...Understand

HEART... feels good

GUT...trust it works

I get it !

I like it !

I trust you!



The Neutral ZONE William Bridges

- What needs to end ?

Neutral Zone...high anxiety

- What do you need to begin ?

Why Dad (or Mom) won't talk...

- Scared
- Nothing to look forward to
- Last great idea was shot down
- His back hurts
- His love tank is dry
- Self worth is based on action
- He doesn't know he is ill
- His timing is different
- He is not a reader
- Hates counselors

Undiscussabull™ cards



Paying debt

Role Planning sheet

Personal	Couple	Family
Work Farm	Community	Friends

“Talking is the work...” face it
effective communication...
21% more profitable (Dr. Kohl)



What is your communication style?

Communication Styles

ACTION

Pierre Casse says

- Focus on results first...direct
- State best recommendation...decisive
- Be brief...impatience
- Be practical...down to earth
- Use visuals

People Person

- Chat
- Stress relationships with people & proposal
- How ideas worked before
- Support from respected folks
- Informal writing style



Idea Oriented Communication



- Have time
- Be patient with tangents
- Be conceptual
- Stress uniqueness
- Emphasize future impact, value.
- Start with big picture, key concepts.

Process Communication Style

1.2.3

- State the facts precisely
- Logical order to presentation... history, present, outcome
- Break down recommendations
- Options...pros & cons
- Don't rush me
- Outline proposal. 1.2.3.

What is your communication style?



1.2.3



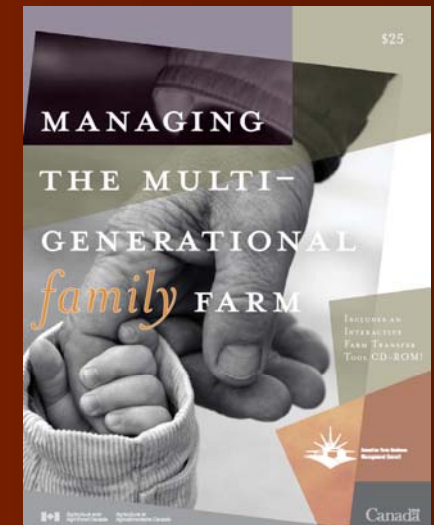
Action

Facilitate a safe place for farm team forum

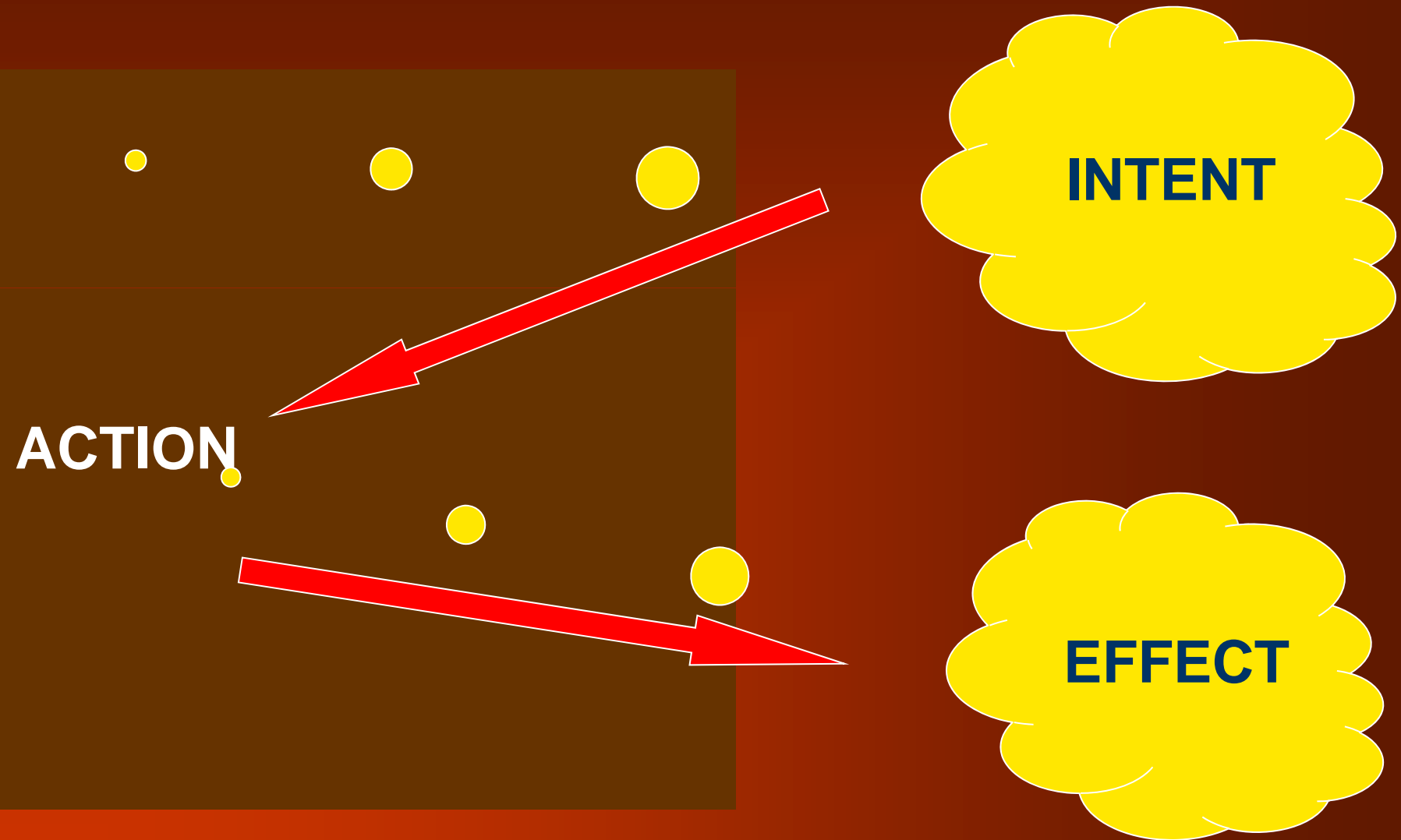


www.farmcentre.com

www.elainefroese.com



Intent, Action, Effect



Conflict Resolution Tools

- come from curiosity
- find common interests
- have time to process
- ground rules for respect
- some issues are polarities...unresolvable
- use a talking stick
- take a conflict resolution course

Timelines !!

	testing	commit	establish	withdraw
Labour				
Mgt				
Income				
Ownership				

Communication Plan

- Family vision/charter
- Code of Conduct
- Family council
- Communication process
- Decision making process
- Conflict resolution
- Giving...philanthropy
- Traditions



How Important is the Relationship?

- Avoidance
- Accommodating
- Competing
- Compromising
- Collaborating
- Low commitment
- Relationship important
- Win at all costs ...
- Middle of the road
- Win with people and goals

Elaine's Resources

- Ten Tools for Talking about Tough Issues (CD)
- Planting the Seed of Hope (book)
- Communication Styles Assessment (email Elaine elaine@elainefroese.com)
- Articles and webinars

Other Resources

- 10 Stupid Things Families Do www.jolenebrown.com
- Managing the Multi-Generational Farm www.farmcentre.com
- Why Don't You Want What I Want? By Rick Mauer

Your commitment

What do you need to act on now ?

