

Discuss the Undiscussabull



Empower Family
Increase Profit
Secure Legacy

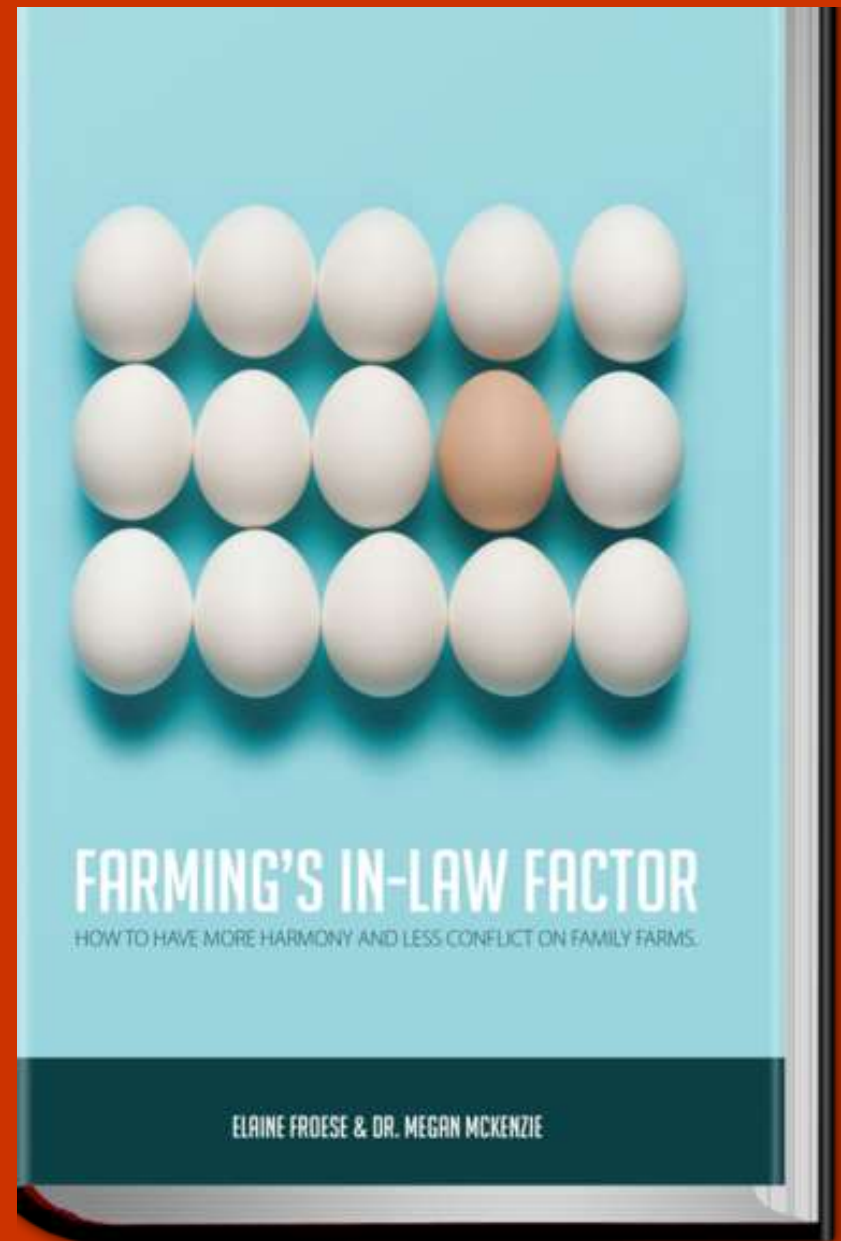
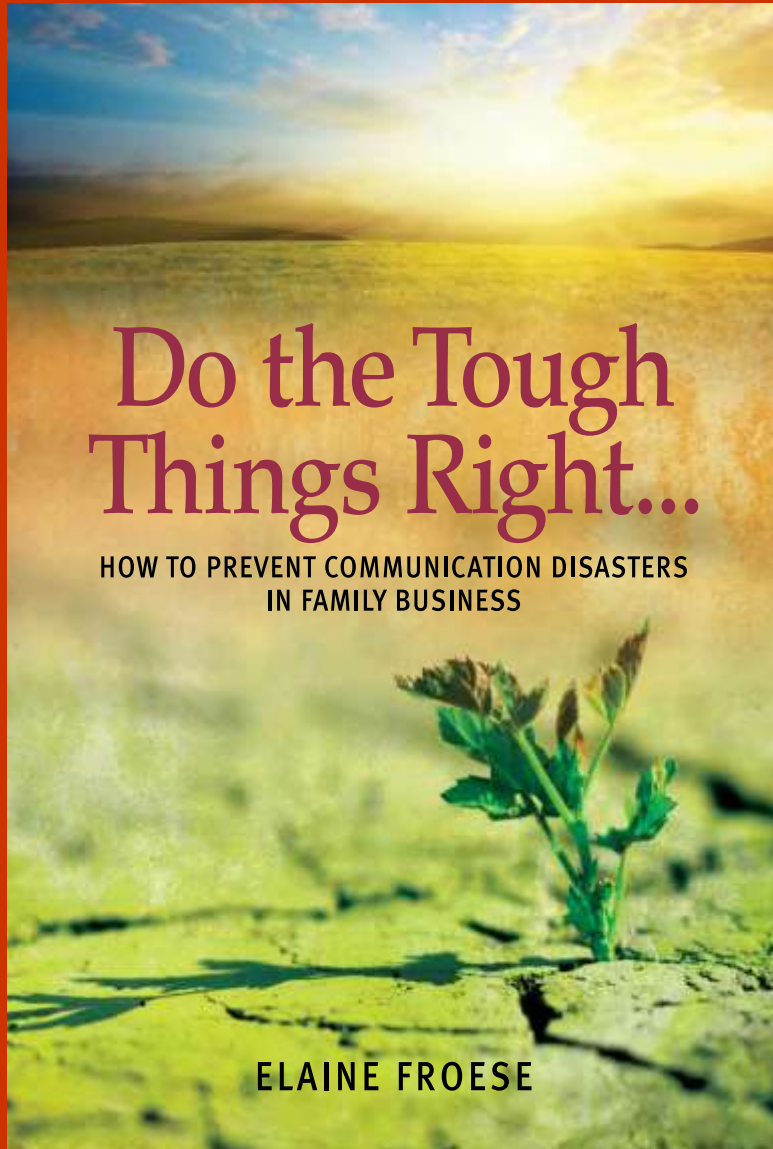
@elainefroese



CANADA'S FARM WHISPERER

Your farm. Your family. Your choice.

Elaine Froese, Farm Family Coach



Family



Discuss the Undiscussabull

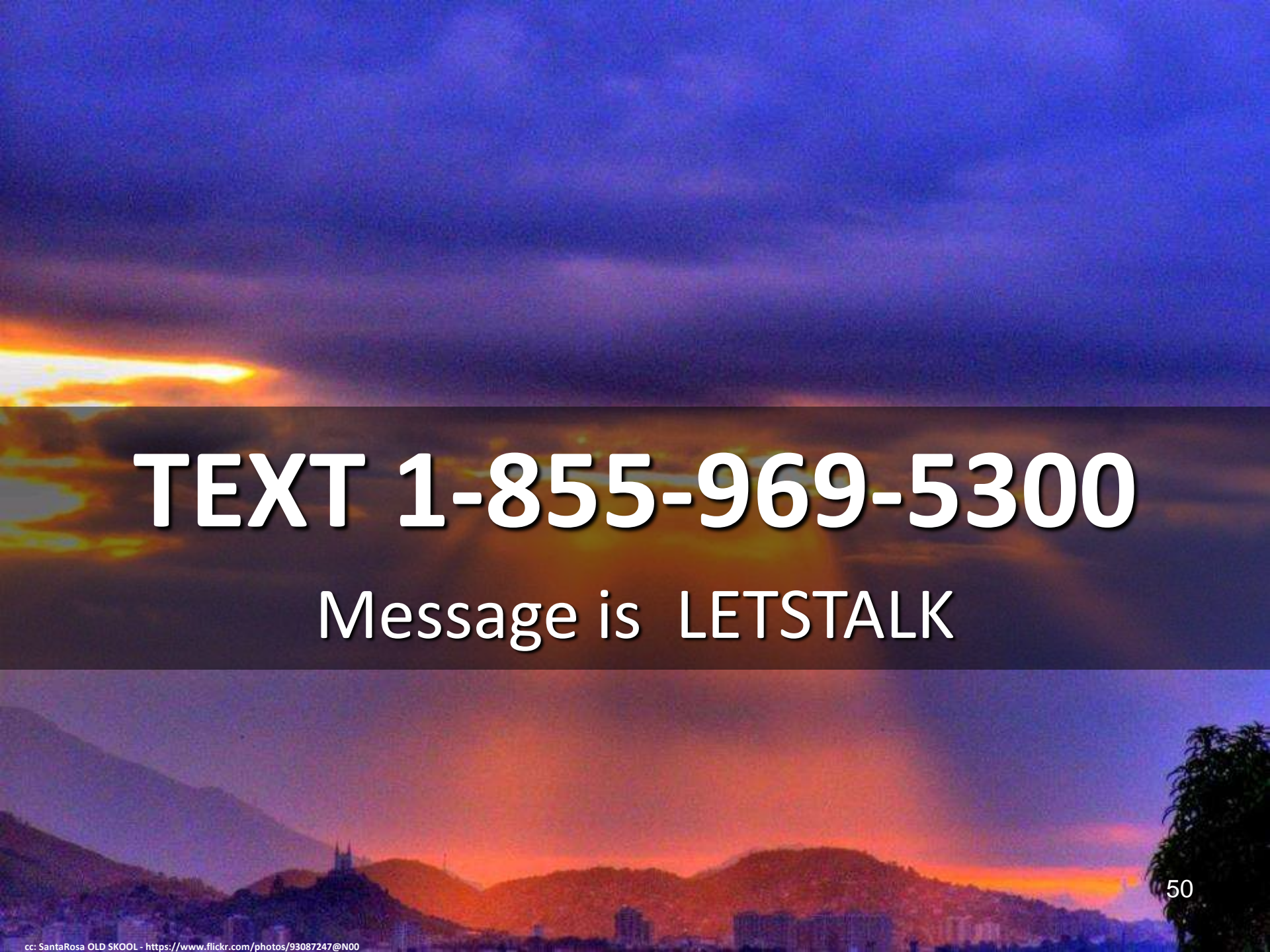


Empower Family
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TEXT 1-855-969-5300

Message is LETSTALK



elainefroese.leadpages.co/letstalk



clarity, certainty,
commitment to act



use conflict as business risk
mgt. strategy

The Neutral ZONE

William Bridges

- What needs to end ?

Neutral Zone...high anxiety

- What do you need to begin ?

WHAT IF ?

- REAL issues
- the PAIN of NOT KNOWING
- CHOICES
- CONFLICT COMPETENCY

Empower family. Increase profit. Secure legacy.

CHOICE MAP ...Learner
or judge. www.inquiryinstitute.com

Response not Reaction

Reconcile



The Grand Adventure...Age

- 20...making it... independence
- 30...success, mastery exhausting!
- 40...taking charge security, recognition
- 50...quality of living simplify, competency
- 60...legacy, starting over future \$ health
- 70...mentoring meaningful life
- 80...elderhood, blessing deal with death
- 90...hand it all over authority

What do you want ?

A close-up photograph of two black cows in a green field. The cows are facing each other, with their heads touching in a nuzzling or affectionate gesture. The background is a soft-focus green field.

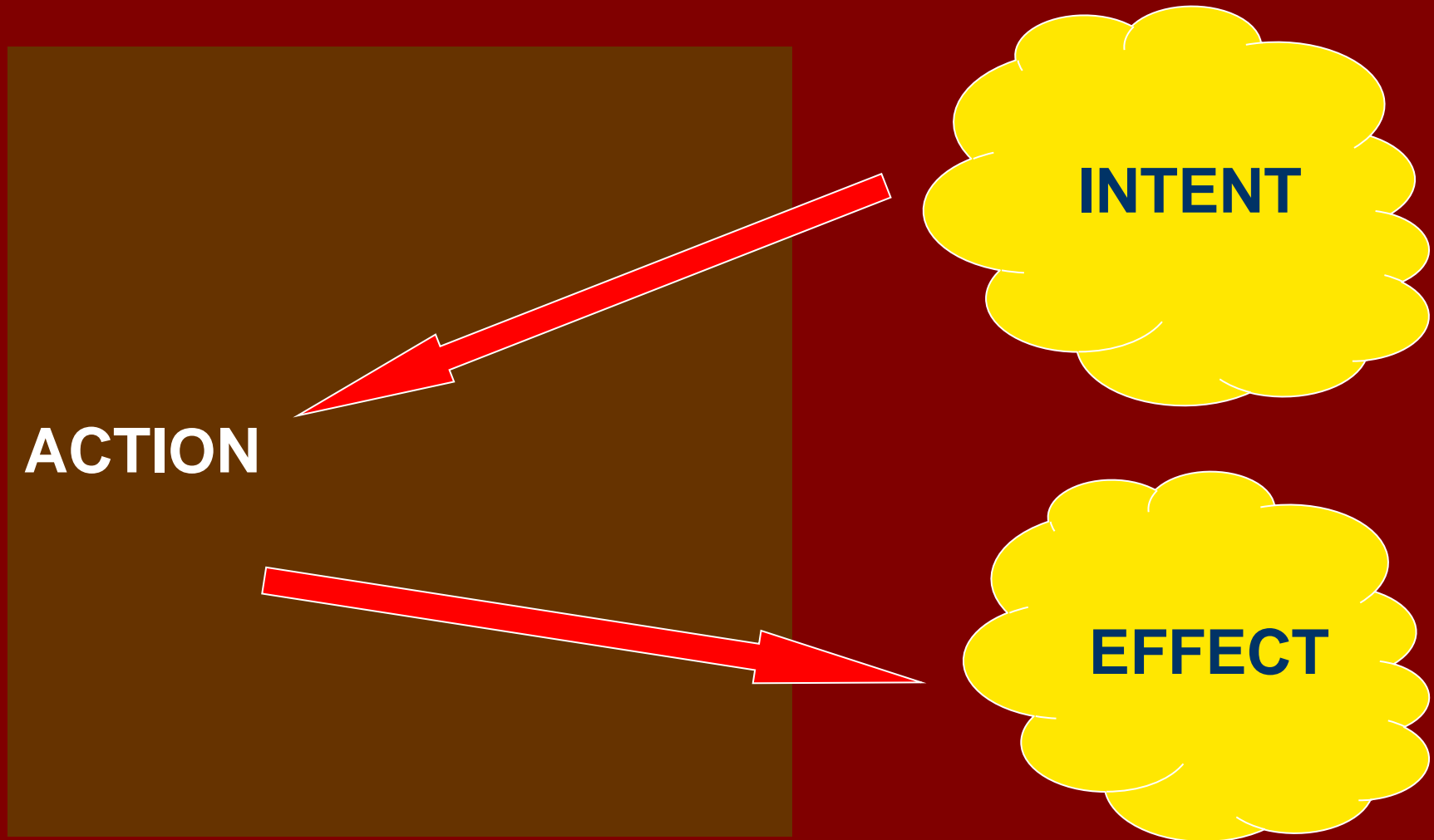
Clarity, certainty, commitment to act



TRUST

need more risk mitigators

Intent, Action, Effect



Talk about tough issues...

- Discuss the undiscussabull



- Your “undiscussabulls...”

Undiscussabulls

A dark-colored bull stands in a field of dry grass. The background shows a horizon line under a cloudy sky, suggesting a sunset or sunrise. The bull is facing slightly to the left but looking towards the camera. It has a tag in its ear.

- income streams
- debt servicing
- exit timelines
- gifts to non-biz heirs
- divorce fear
- lack of conflict resolution

Why don't you want what I want?

1. HEAD...Understand

I get it !

2. HEART... feels good

I like it !

3. GUT...trust it works

I trust you!



Do the Tough Things Right

- Fairness
- Finances
- Family Fights
- Forgiveness
- Fear of Failure
- Fullfill roles
- Fix your stress mess



What does fairness look like?
A farm is not a pie !

What does fairness look like to you ?

- Sweat equity.
- Compensation
- Can others join the business ?
- VISION
- Does business serve the family ?
- Working harder



Sweat Equity

fair compensation, create wealth

FACE YOUR FINANCES

viable, income stream, debt




Unresolved conflict is costly.

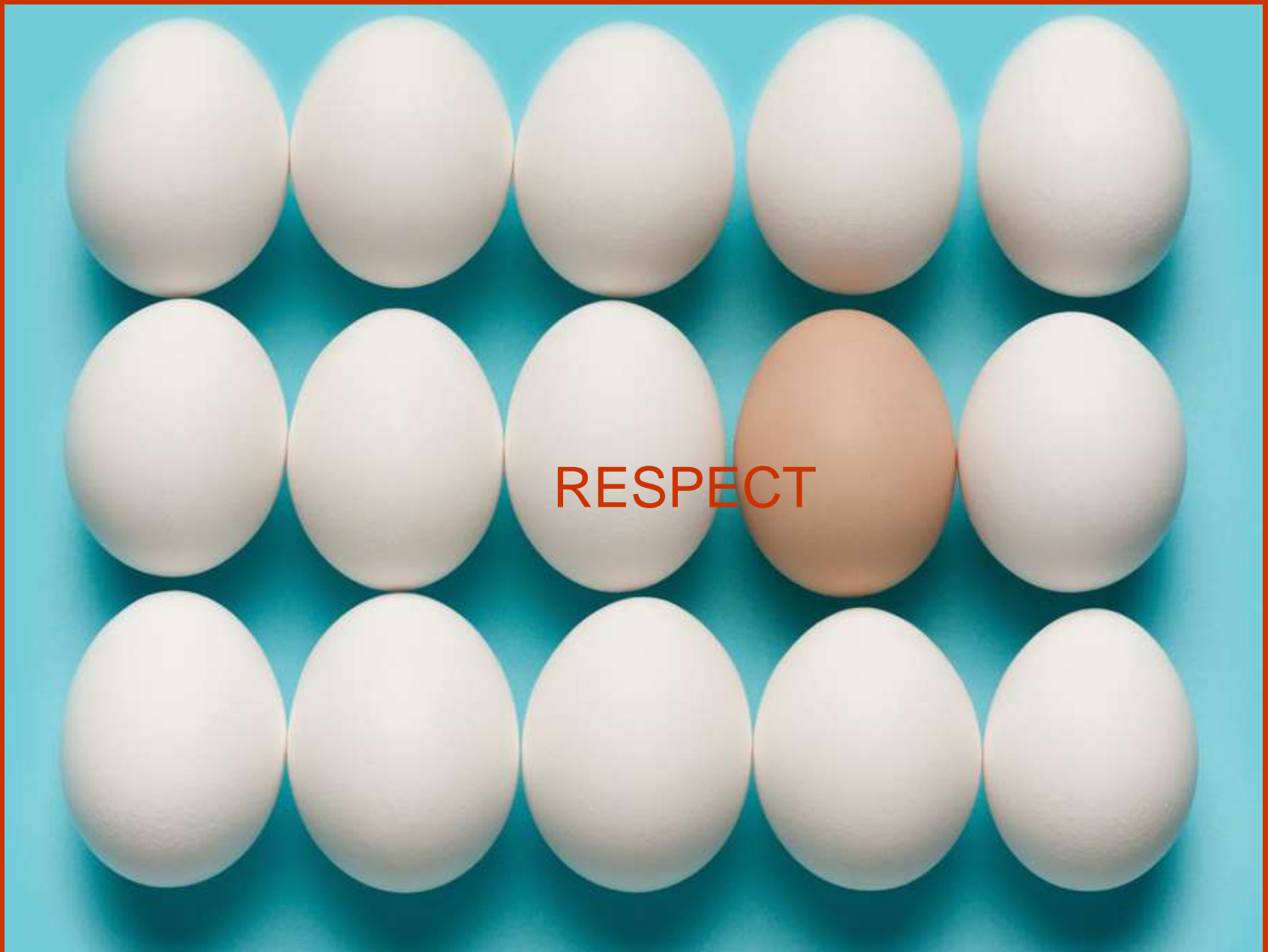




21 % more profitable



Great meetings
talking stick
cards, timelines
email minutes



Procrastination Estate plan overwhelm



FEARS



- loss of wealth
- fighting, rejection
- loss of identity, control



Emotions affect planning
fear of failure, \$, loss

Factors affecting planning...

- A. Fear of parents not letting go...
- B. No time to plan, all work...
- C. Unresolved conflict...
- D. No trusted advisors
- E. All of the above...



Take Charge



Come from curiosity



ASK DEEPLY

open, feelings, empathy



Play with possibility

Don't pre-judge outcomes



Really Listen

interests, feelings, passion

Ponder and perk, not prod



The background of the slide is a painting of a traditional Japanese arched bridge, likely the Hasegawa Bridge in the Garden of the Villa Mairea. The bridge is made of dark wood with a simple railing and spans a pond. The water is dark and reflects the bridge. In the foreground, there are lily pads and some small flowers. The overall style is impressionistic with visible brushstrokes.

Cultivate Trust

respect, fairness, commitment to act

Respect Boundaries





We age. We die.

Come to terms with death.

Extend the olive branch...



Can't talk about conflict...
you want few hassles...

Discuss the undiscussabull

Fairness

Trust

Debt

Viability

Conflict styles

Accountability

Work styles

New equipment purchases



Learner not Judger Mindset

What happened ?

What assumptions ?

Facts

What are they thinking
feeling & wanting?

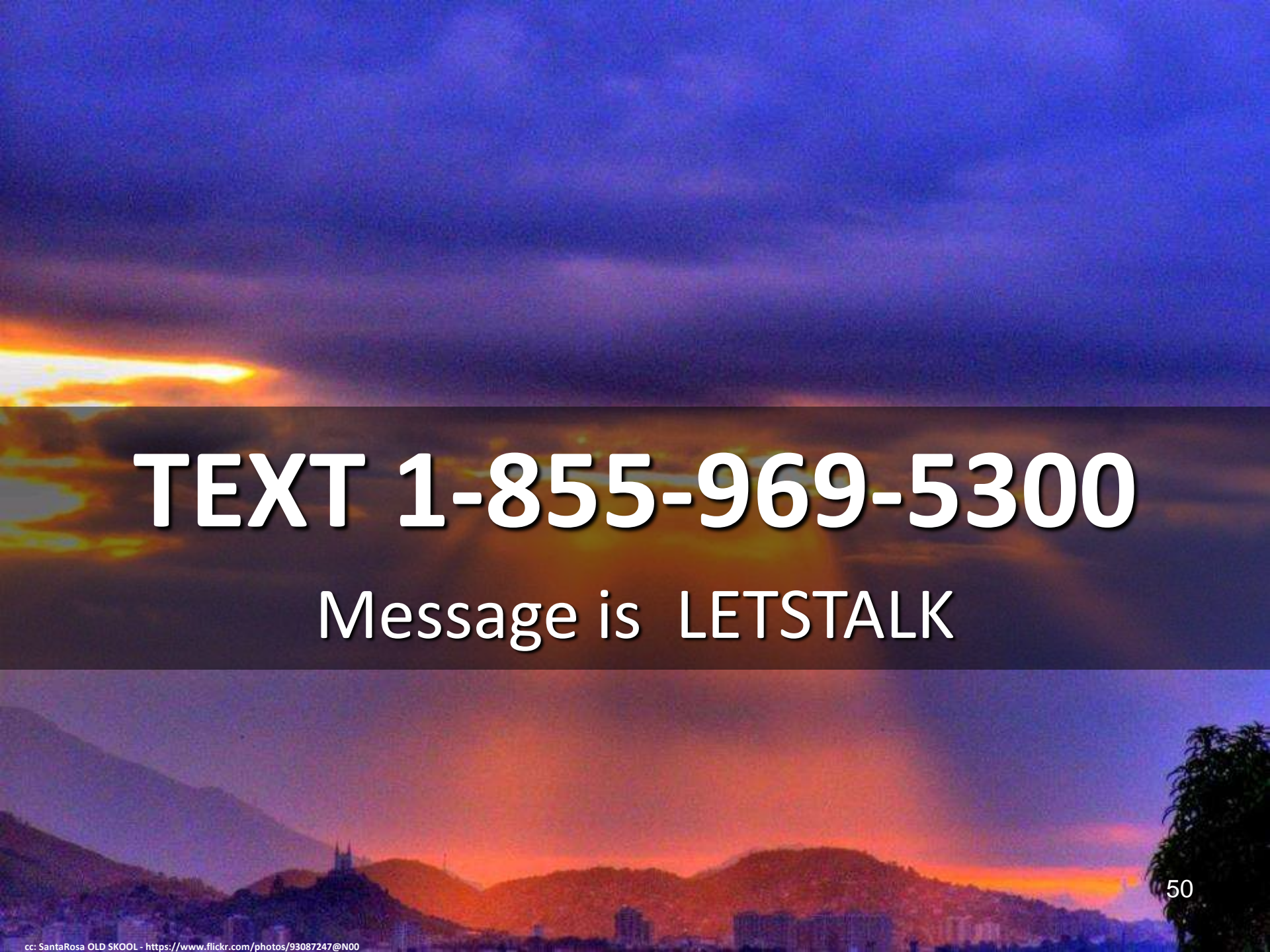
What are my choices?



10 Tools for Tough Issues

1. TAKE CHARGE
2. Come from curiosity
3. Ask deeply
4. Play with possibility
5. Really listen
6. Ponder and perk, not prod
7. Cultivate trust
8. Respect boundaries
9. We all end up in a box
10. Extend the olive branch





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crucial conversations



www.elainefroese.com

Listen. Avoid giving advice



Change is inevitable
growth is optional