

## YOUR AGRO-BUSINESS SOLUTION

www.solutionsaffaires.ca 819.849.0644 accueil@solutionsaffaires.ca

- Business Plan
- Financing Research
- Technical and Financial Analysis
- Executive Coaching
- Business Transfer
- Evaluation of Agricultural Losses

and much more



**Robert Savage, agronome,  
MBA  
CEO  
Solutions affaires  
experts-conseils**

## When the %@#\* Hits the Farm

ings to be toned down, thus avoiding unnecessary and irreparable rifts. However, as was the case with the McKinnens, he can also be perceived by some members as a mere puppet, and someone that you can get on your side and manipulate at command. Remaining neutral is certainly not an easy task, but that is an essential requirement, even when screams, tears, confessions and even fights occur during the course of the process.

When conflicts arise, the one thing to avoid at all costs, and costs there will otherwise be, is to opt for legal procedures. Remember that the worst agreement is always better than the best judgement. Most lawyers have a rather aggressive approach by building on the weaknesses and negative aspects of the opposite party. Their goal, and that of their clients, is to win at all costs. That's their job, and they do it.

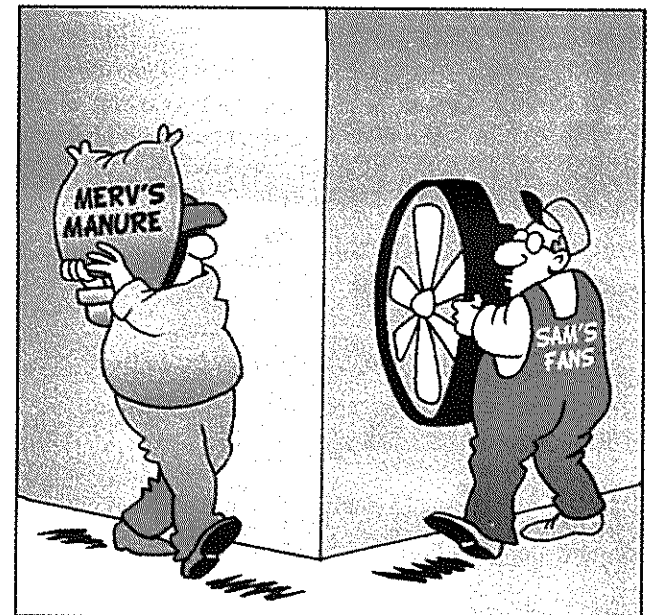
However, unlike other types of businesses, a farm business is not only a way to earn a living, it's also a way of life. That is why, in the case of a divorce for example, personal interests are often put aside when the future of a next generation is an issue. Yes, family values can take precedence over money. Once again, mediation can not only keep the lines of communication open, but also make sure that the family heritage can support the departure

of one of the spouses, while ensuring him or her an acceptable and decent treatment.

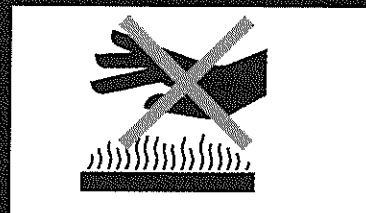
Andrew finally got what he wanted and moved on with his life. After all had been said and done during the mediation process, so also did one of his brothers. Both of them and those who remained to take over the farm business had to make compromises. The one person, who won, also lost big. Through blackmailing and by jeopardizing the family farm, he did get a great financial deal for his house, but he also lost the one thing he has been striving for all his life, the control of the family farm, the family members and their future.

Conflicts are part of the dynamics of any family. Some can be avoided, some can be resolved, but others ought to be confronted.

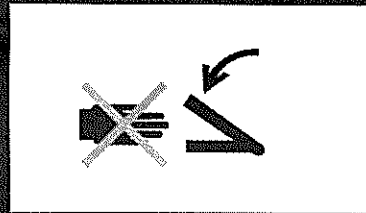
*Having worked for over 16 years for various organizations—including the Caisse populaire Desjardins, the Office du crédit agricole du Québec and Farm Credit Canada—Robert Savage, founder of Solutions affaires experts-conseils, has established an innovated approach to farm consulting services. With the help of a multidisciplinary team of experts, Solutions affaires experts-conseils can get your farm on its way to greater profitability by working with your existing resources and by having access to a network of professionals involved in agri-business.*



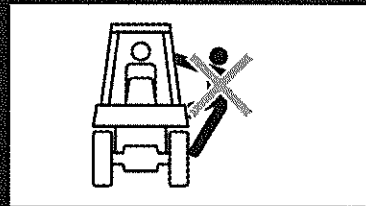
## Symbols for Safety



Do not touch hot surface



Never reach into pinch/pivot area



No riders/No hangers on

There are dozens of hazard and safety symbols that you may encounter in working around your farm. Below are some pictograms that can appear on heavy machinery or in your work area. Each one is industry-recognized internationally, and remembering what they mean may help you prevent an accident or injury.

To learn more, visit the Association of Equipment Manufacturer's website at [www.aem.org](http://www.aem.org) and click on PICTORIALS

It could have carried on for quite a while, or maybe even forever, but Andrew McKinnen had already been waiting three years for a sign from his father and brothers, and, for him, "enough was enough". Finally, he picked up the phone and called a lawyer. Now the tsunami was on its way and was about to shake every fibre of every member of the family.

Conflicts are part of the dynamics of any family. Some conflicts can be avoided, some can be resolved, but others have to be confronted, and this is often easier said than done. When involved parties can't maintain a conversation without jumping at each other's throat, or worst, remain mute and unable to establish any kind of discussion, it is best to appeal to the objectivity of a mediator.

When it became obvious that Andrew, who wanted to leave the family farm and go on his way, would not wait any longer to receive his portion of the value of the farm, the family finally decided to abandon their 'code of silence'. Silence was no longer effective and they had to find some other way to let their perceived traitor know that they deeply disapproved of his career choice. So all parties, including Andrew, agreed to hire a mediator.

The mediation process is always possible, even when communication between the various parties is difficult. However, trusting the person who will act as an intermediary between you and the other parties is an absolute must. For this to happen, the mediator has to be someone who can become involved with the conflict without any preconceptions regarding who is right or wrong and, most of all, who is committed to work in everyone's best interest. That's quite a tall order!

If the mediator is able to ease the communication between parties, thus giving all involved the chance to express themselves, then he also acts as an emotional sponge by allowing harsh feel-

# MANURE HANDLING MADE BETTER!

**Ultra-Trac Tanker  
Steerable Tankers**

**Commercial Series  
Lagoon Pump with  
Power-Boom**

**NEW!  
AlleyCat XD  
DuraChain  
Scraper Systems**

**Electric  
Pumps  
5 to 100 HP**

**Prop Agitators  
7.5 to 15 HP**

**Three Models of Hydraulic  
Piston Pumps**

VISIT OUR WEBSITE TO SEE THE COMPLETE LINE OF JAMESWAY EQUIPMENT!  
[www.JameswayFarmEq.com](http://www.JameswayFarmEq.com)

JAMESWAY FARM EQUIPMENT, INC.

FACTORY: St. Francois-Xavier (Quebec) • USA WAREHOUSE: Tomah, WI