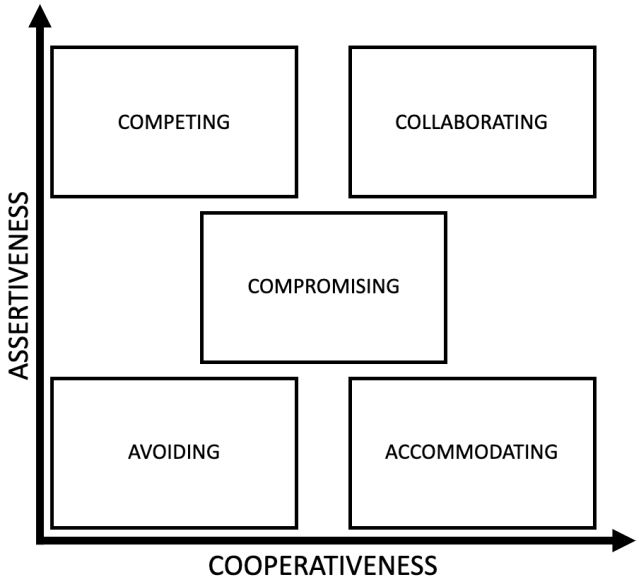
PURDUE UNIVERSITY | Institute for Family Business

Handling the Inevitable: Dealing with Conflict in Succession

Why is there so much conflict in YOUR farm business?

- ⇒ Family legacy
- ⇒ Large amounts of assets
- ⇒ Mixing business and family
- ⇒ Communicating across generations
- ⇒ Different values or different conflict styles
- ⇒ Misaligned goals
- ⇒ Lack of communication
- ⇒ Emotions can run high!
- ⇒ Not always a fair/equitable/equal way to distribute the farm to the next generation
- ⇒ Ambiguity in the succession plan (timeline, who will control what, what everyone will receive)

Five Conflict-Handling Modes (Thomas-Kilmann Conflict Mode Instrument, TKI)



- Collaborating - “Two heads are better than one”
- Accommodating - “Kill your enemies with kindness”
- Compromising - “Split the difference”
- Avoiding - “Leave well enough alone”
- Competing - “Might makes right”

What is your default mode? _____

What are your secondary modes? _____

Which mode do you need to practice/improve? _____

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