

Distributions of Managerial Tasks on the Farm: Founder and Successor Evaluation

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| | DECISION/ACTION TAKEN BY | | | | |
|---|--------------------------|---------------------------------------|---|---|-----------------|
| | Operator alone | Shared between operator and successor | | | Successor alone |
| | 1 | 2 | 3 | 4 | 5 |
| Plan day to day work | | | | | |
| Make annual crop/livestock plans | | | | | |
| Decide the mix and type of enterprise in the long run | | | | | |
| Decide the level of inputs to use | | | | | |
| Decide the timing of operations | | | | | |
| Decide when to sell crop/livestock | | | | | |
| Negotiate sales of crop/livestock | | | | | |
| Decide when to pay bills | | | | | |
| Decide type and make of machinery and equipment | | | | | |
| Negotiate purchase of machinery and equipment | | | | | |
| Decide when to hire more help | | | | | |
| Recruit and select employees | | | | | |
| Decide amount and quality of work | | | | | |
| Supervise employees | | | | | |
| Decide work method/way jobs are done | | | | | |
| Decide and plan capital projects | | | | | |
| Identify sources and negotiate loans and financing | | | | | |
| Livestock management | | | | | |
| Keeping farm records | | | | | |

Delegation of Managerial Tasks:

One objective of the International Farm Transfer Study was to examine the process of the transfer of skills and knowledge to the next generation. Respondents were given a list of task and skills that are important to farm management. They were asked to identify the extent of transfer that has taken place for a certain skill or task. Respondents were asked to identify numerically on a scale of one through five. A response of one meant that the operator had retained power over that task or skill, and five meant the successor had complete control over that aspect of the farming operation. The tasks included technical, tactical, strategic planning, marketing, supervisory, managerial, and financial aspects of the farm business.

Taken from: Iowa Farmers Business and Transfer Plans, Iowa State University, May 2009, Public Domain

