Training Course on Succession Planning for Family Farms and Agribusinesses

Professional Development Training Course Outline

Category	Agriculture	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Succession planning is a critical strategy for ensuring the long-term sustainability and resilience of family farms and agribusinesses. As agricultural enterprises face generational transitions, market volatility, climate change, and evolving policy landscapes, well-executed succession planning safeguards assets, supports intergenerational wealth transfer, and maintains operational continuity. Training Course on Succession Planning for Family Farms and Agribusinesses equips farm owners, successors, and agribusiness stakeholders with essential tools to plan, manage, and execute succession effectively while embracing innovation, governance, and inclusive participation.

Through a hands-on, scenario-based learning approach, this course addresses legal, financial, managerial, and emotional complexities involved in succession planning. Participants will gain expertise in estate planning, leadership development, stakeholder communication, business restructuring, and risk mitigation. With expert-led sessions, real-world case studies, and customizable templates, attendees will leave with an actionable succession strategy tailored to their farm or agribusiness.

Programme Curriculum

Training Course on Succession Planning for Family Farms and Agribusinesses

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Course Objectives

Participants will be able to:

1. Define succession planning and its role in agricultural sustainability.
2. Identify challenges and opportunities in intergenerational farm transitions.
3. Develop a farm succession roadmap with stakeholder input.
4. Assess legal frameworks and estate planning tools for succession.
5. Evaluate tax implications and financial structures for ownership transfer.
6. Foster leadership development and mentorship among successors.
7. Create contingency plans for unexpected disruptions in succession.
8. Implement communication strategies for family and stakeholder alignment.
9. Use digital tools to map assets, records, and farm operations.
10. Analyze succession case studies from successful family agribusinesses.
11. Integrate gender and youth inclusivity in succession plans.
12. Align succession goals with long-term business growth and sustainability.
13. Build a monitoring and evaluation system for succession planning outcomes.

Target Audiences

1. Family farm owners
2. Next-generation successors
3. Agribusiness managers
4. Agricultural extension officers
5. Rural financial advisors
6. Farm succession consultants
7. Legal professionals in agriculture
8. Agricultural policy makers

Course Duration: 5 days

Course Modules

Module 1: Introduction to Succession Planning

- Understanding succession in agricultural contexts
- Importance of early planning for continuity
- Types of succession models
- Benefits of structured succession
- Barriers to effective succession
- **Case Study:** A generational transfer success story in South Africa

Module 2: Legal Frameworks and Estate Planning

- Key legal documents for succession
- Trusts, wills, and power of attorney
- Succession laws across regions
- Regulatory compliance and documentation
- Navigating family disputes legally

- **Case Study:** Estate planning in a multi-generational Kenyan tea farm

Module 3: Financial Planning and Tax Considerations

- Evaluating business assets and liabilities
- Understanding tax implications of ownership transfer
- Insurance and pensions in farm succession
- Creating financial transition strategies
- Leveraging agricultural subsidies and grants
- **Case Study:** Financial structuring of a dairy agribusiness in Uganda

Module 4: Leadership Development and Mentorship

- Identifying potential successors
- Training and mentoring future leaders
- Managing leadership transitions
- Enhancing decision-making capacity
- Promoting inclusive leadership
- **Case Study:** Youth leadership transformation in a Nigerian cocoa farm

Module 5: Communication and Family Governance

- Developing a family business charter
- Hosting family meetings and workshops
- Conflict resolution techniques
- Transparency in communication
- Role clarification and accountability
- **Case Study:** A family council model in a wheat farming enterprise

Module 6: Digital Tools for Succession Planning

- Asset mapping technologies
- Record-keeping and cloud-based platforms
- Succession planning software
- Financial modeling and forecasting tools
- Cybersecurity in digital succession
- **Case Study:** Digital succession planning in a smart farm in Ghana

Module 7: Inclusivity and Gender Integration

- Addressing gender equity in succession
- Engaging youth in agribusiness
- Challenging traditional norms
- Building inclusive leadership pipelines
- Access to land and resources for women
- **Case Study:** Empowering women through joint succession in Tanzania

Module 8: Succession Implementation, Monitoring & Evaluation

- Creating a practical succession timeline
- Risk management in succession
- Tracking progress and KPIs
- Reviewing and updating the plan
- Scaling succession models across operations
- **Case Study:** Adaptive succession strategy in a large-scale horticultural farm

Training Methodology

- Expert-led interactive lectures
- Group discussions and peer learning
- Real-world case study analysis
- Hands-on planning tools and templates
- Role-plays and simulation exercises
- Pre- and post-training evaluation surveys

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com