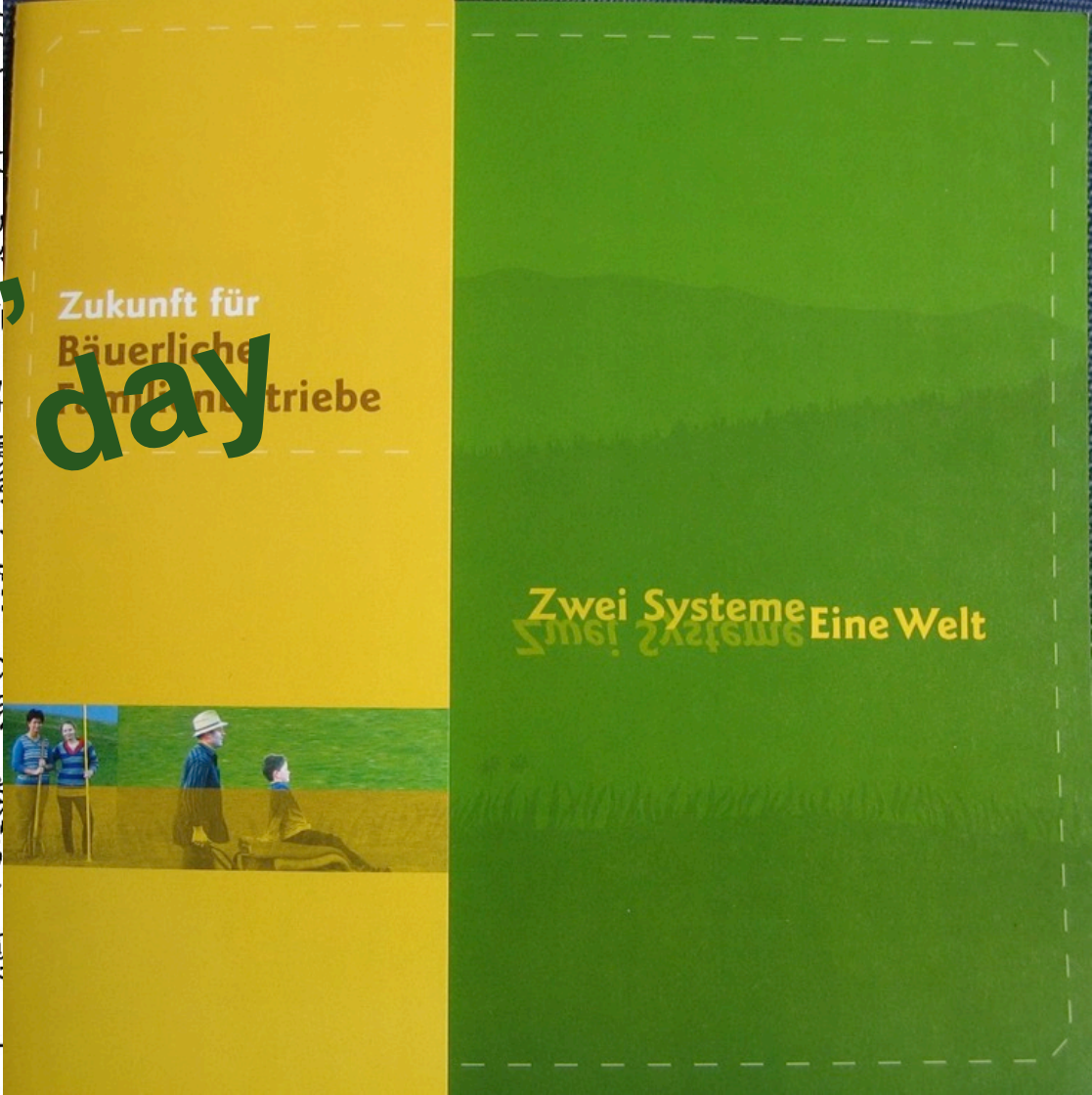


Zwei Systeme Eine Welt

Zukunft für Bäuerliche Familienbetriebe

Welcome,
have a good day

Christine Blumenstein
Eduard Utrreich



Zwei Systeme Eine Welt

Zukunft für Bäuerliche Familienbetriebe

Two Systems - One World The future of family-run farms

A consultation project for family-run farms in Styria/Austria

The project was initiated in 2006 by independent consultants and carried out together with the LFI Styria (the rural training institut)

Christine Blumenstein-Essen
Eduard Ulreich



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Two Systems – One World“is supported by:

- the Chamber of Agriculture and Forestry in Styria
- the farmers' professional interest associations
- Social Insurance Institution of the peasants in Styria
- psychosocial centers and the „Family Assistance“ of Caritas in Styria

The project is funded by the European Agricultural Fund for Rural Development, the Federal Government and the Federal State.



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Rural families can be accompanied up to 18 months by a team of consultants.

Where?

- Steiermarkhof in Graz
- at your own farm
- in the local Chamber of Agriculture or
- at places agreed with the family.



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90 rural families

540 people

from the transferor's view:

parents, grandparents, sons, daughters, sons-in-law,
daughters-in-law, grandchildren, great-grandchildren,
brothers, brothers-in-law, sisters-in-law, foster children,
etc.

Transferor

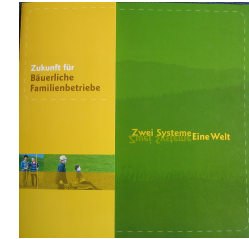
Transferee

divergent heirs

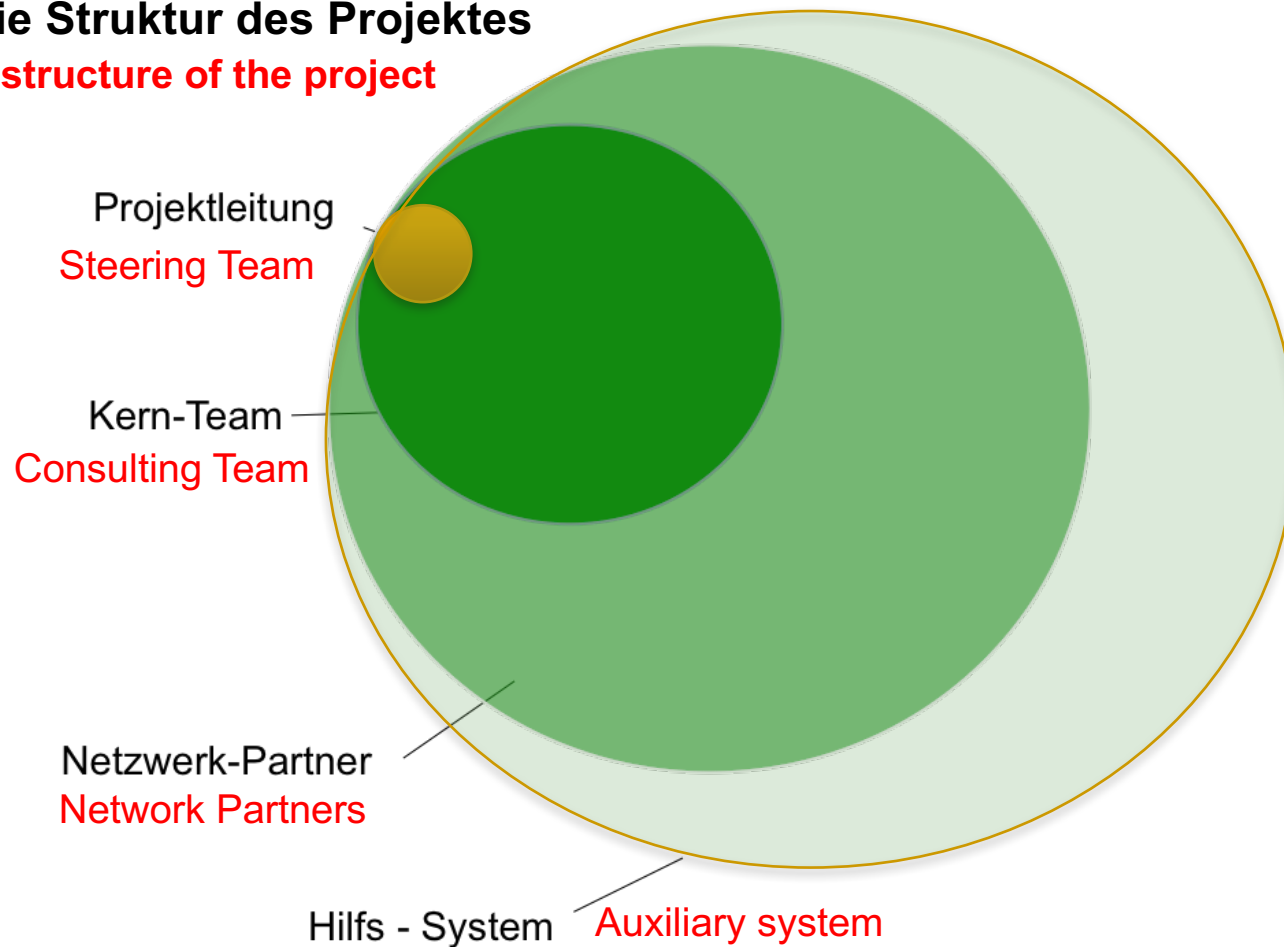
more than 1500 contacts (on average 18 contacts per family)

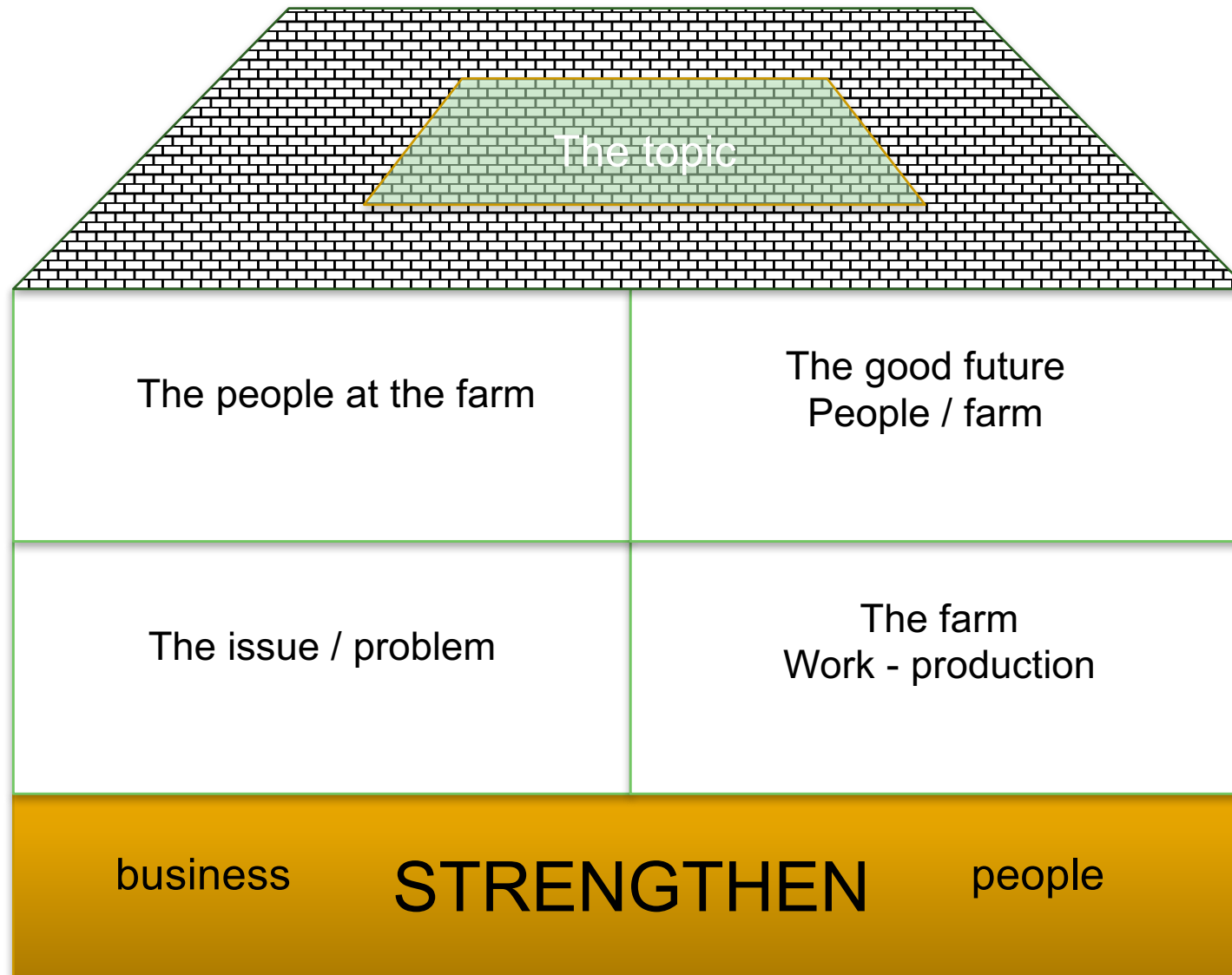
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Zukunft für Bäuerliche Familienbetriebe



Organisation: Die Struktur des Projektes Organization: the structure of the project





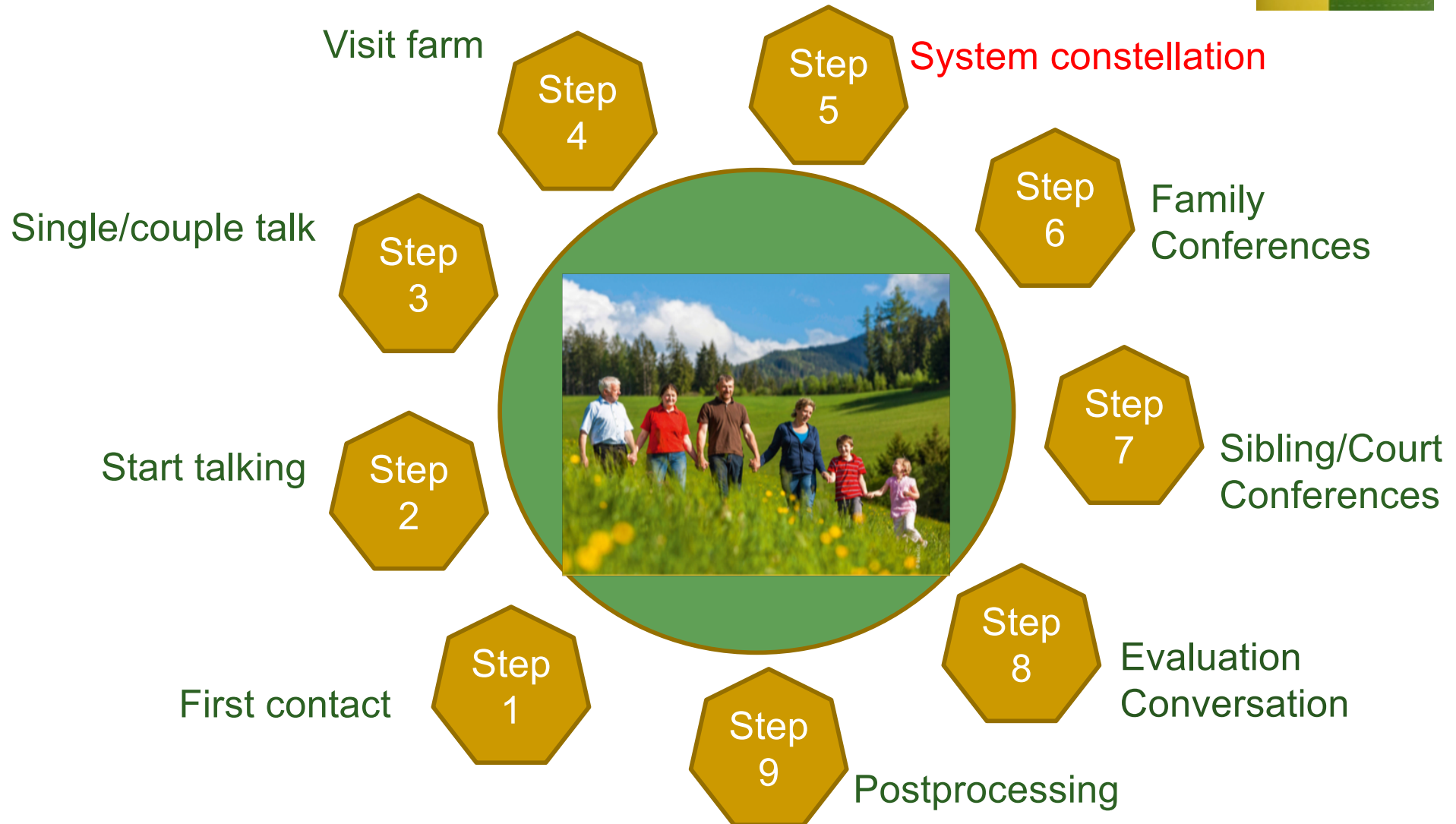


Developmental situations at the farm

- Living together of several generations
- Handing over and taking over the farm
- Conflicts in the social structure
- Overwork
- Crises in personal and operational development

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Zukunft für Bäuerliche Familienbetriebe





Consultation process

Step 1 - First contact meeting: Information about the project and the individual consulting possibilities; Mission statement; Decision making process whether the project tasks are the appropriate tools for the family's request; Handing-over a written consulting agreement.

Step 2 - Start talk/discussion: Collecting information about the family-run company and family situation and the family and company history, creation of a genogram and, if necessary, an organizational chart, target agreements and agreements on possible procedures. Signing of the Consulting agreement.

Step 3- Individual and couple talks: Clarification of personal interests / resistance, development of solutions, etc.



Consultation process

Step 4 - Visiting the farm by the project leader and the main responsible companion (at least once during the consultation process).

Step 5 – System Constellations: company and family constellations in the context of installation workshops and / or seminars.

Step 6 - Family Conferences and Generational Talks: visualizing and clarifying individual and common interests; to develop and concretize solution impulses, to prepare steps of implementation, ...



Consultation process

Step 7 - Sibling conferences an Court Conferences: only siblings (heirs and departing heirs) are present; Specification of individual expectations and ideas, e.g. on the design of the transfer agreement (inheritance declarations, ...) and possible inheritance regulations regarding the care and right of residence of the parents. Bringing together all the people living in the court who were affected by the counseling request. Discussion of different perspectives and further development of solutions.

Step 8 - Evaluation Conversation: What was good, what else is still needed? Verbal and written feedback on the development process.

Step 9 – Postprocessing - if necessary: psychotherapeutic support, mediation, trainings, ... by internal or external experts.

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Zukunft für Bäuerliche Familienbetriebe

Cooperation with the University of Agricultural and Environmental Education
Vienna

- bachelor thesis, accompaniment of family and business constellations, evaluation of the project.

Cooperation with the Karl Franzens University Graz, Institute of Sociology

- initiative and participation in the research project:
„**Bäuerliche Lebenswelten in Österreich**“ Franz Höllinger, Anja Eder,
Eva-Maria Griesbacher und Sabine A.Haring

Participation in the activities of the regions

e.g. Solidarpreis of the region Weiz

Medienpräsenz durch Artikel in den Medien

like Landwirtschaftliche Mitteilungen, Top Agrar,
Blick ins Land, ORF, unserhof, Landjugend and other specialised
magazines, homepage: [www:zukunft-bauernernhof.at](http://www.zukunft-bauernernhof.at)

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**Experiences from the project Two Systems - One World
The future of family-run farms regarding the use of family constellations
and system constellations for organisations**

1. Who introduces an issue?

- In large part, it were the women and frequently also the heirs (giving way to their siblings) who were often the initiators to participate in the project

2. Timing and setting for the use of system constellations

- At the first joint workshop of all participating families
- During the consulting process, in case of requirement
- Serving as an orientation at a time when a constellation might generate new informations to bring the consulting process another step forward
- At the suggestion of the counselors/consultants
- At the request of family members



Experiences from the project Two Systems - One World

3) What might a constellation facilitator have to consider while working with farming firms?

- Close interweaving of the contextes of **family and business**
- Clear differentiation of the contextes „family“ and „business“: Mark system level change and, if necessary, ask for an additional contract
- Promised and yet not observed farm succession arrangements
- Situation of the daughter-in-law / son-in-law when they married „into the yard“ (ownership, valuation, power, powerlessness, attachment and loyalty issues, ...)
- Development of goals and focusses regarding a "good life" in the farm for everybody (individually often very differently desired or intended): precise clarification of the contract, balancing differences, work on contradictory wishes and needs, conflict clarification, ...
- Field knowledge is beneficial



Experiences from the project Two Systems - One World

4. What is special about constellations with farming families?

- Naturalness, strong connection with home, farm and land.
- High value of tradition, patriarchal structures (rarer or more obscure: supremacy of women) and the desire for the farm to continue and be shared within the family.
- Valuation of women from the perspective of the old farmer (men).
- Family relationships and valuations from the point of view of women.



Experiences from the project Two Systems - One World

5. What benefits can a system constellation provide within the context of the consulting/monitoring process?

- Gaining new perspectives on one's own situation and the forces that influence the current behavior of the different actors.
- Notes and consideration on possible solution approaches and change steps.
- Also as a support for the present conselours/consultants (in the sense of a supervision constellation).



Experiences from the project Two Systems - One World

6. What should be emphasized in the future in the long-term support of families when using the support of constellation work?
 - Subsequent to the constellation: focussing even more intense and differentiated the processing of clarifying/helpful/strengthening images and insights from the constellation process - including the focus on first stages of implementation / translation / realisation.

ZUKUNFT BAUERNHOF

LEBEN, LIEBEN, ARBEITEN

Information and registration

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A dense crowd of diverse cartoon characters in black and white, with green text overlaid. The characters are highly varied in appearance, including different hairstyles, facial features, and accessories like hats and glasses. The text is written in a bold, sans-serif font and is positioned diagonally across the center of the image.

thank you very much
for your attention