

Role Play: Farm Mediation - Mediator

Situation: Two siblings own a family farm 50 / 50. It was left to them after the death of their parents. In the three years since taking over the farm, one sibling has operated the farm while the other has remained a silent owner. In recognition of the extra value the operating sibling brings to the farm, the farms profits are split 80 / 20 (both siblings agree three years ago).

The “silent” sibling has decided not to be silent and longer. They want to see the farm expand into non-traditional crops. The operating sibling resents this interference and has said no! The two are now in a heated disagreement and their personal relationship is suffering. A mediator has been selected to help.

Your Role:

- Use discussion and questions to try and lead the discussion in a productive direction.
- Don't let the conflicting parties back each other into a corner.
- Try to reduce tension.
- Reinforce shared interests.
- Build trust.
- Be creative.