

Management Mindset 2025

R.E.M. Gameplan

Respond = Development of strategy, tactics, metrics

Execute = Action executed with defined outcomes

Monitor = System or processes for ongoing monitoring

Check the appropriate boxes.

Management Mindset Checklist		Respond	Execute	Monitor
1.	Establish written goals: business, family & personal			
2.	Know cost of production by enterprise			
3.	Know breakevens on major revenue sources with operational plan in place to achieve outcomes			
4.	Develop a monthly or quarterly cash flow			
5.	Financial sensitivity & scenario analysis in production, cost, prices, etc.			
6.	Utilize key financial ratios & business metrics in management			
7.	Written marketing plan: commodity and/or value added			
8.	Written risk management plan: insurances, SOPs, compliance, will, estate plan			
9.	Informal or formal advisory team that meets periodically			
10.	Development of a transition management plan			
11.	Separate family living budget with investment plan or compensation plan			
12.	Deliberate educational plan for owners, management & employees			

R.E.M. Gameplan Key		
Score	Color	Mindset Level
31-36	Super Green	Mindset Master
26-30	Green	Advanced
20-25	Orange	Above Average
15-19	Yellow	Below Average
0-15	Red	Need Focus & Mentoring

Total # of Check Marks			
Your Overall Score			

2025 Version - Developed by: Dr. David M. Kohl, Professor Emeritus,
Ag & Applied Economics, Virginia Tech

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