

# livestock advisor essentials



## Livestock Advisor Essentials mentoring program



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## Background

The Livestock Advisor Essentials (LAE) Program, a southern-focused pilot professional development program designed for early-career professionals working in the livestock industry. The program is designed to help early-career livestock professionals gain practical skills, tools and knowledge that they can apply to their role to enhance their offering to clients. The program will help them build the confidence and capability to provide holistic, high quality advice and support to red meat clients in four key areas – feedbase, business, value chain and people. The program will also provide the environment to expand their networks of industry contacts to share learnings and advice.

Part of the program is a mentoring program. The LAE mentoring program will provide a framework to support ten early-career livestock professionals to further develop their skills and personal capability, enabling them to achieve their career goals. The program provides mentees with the opportunity to learn from respected, established livestock industry professionals (mentors).

The five-month program will provide the foundations for a supportive, confidential partnership between two people that involves sharing and developing knowledge, and for the mentee to consolidate learnings from the formal LAE program. Mentees will benefit from the opportunity to practically apply or build on the knowledge gained through the LAE course-work with expert guidance and support. Mentors also gain from the program through their own personal development (enhanced listening skills, higher empathy, problem solving, etc.) combined with a strong connection to the younger generation (exposure to new ways of thinking or doing things).

The LAE mentoring program will provide the tools and processes to train and support both parties in effective mentoring partnerships.

## What is mentoring?

Mentoring is used for personal development all over the world in large corporations, small businesses and formal training programs. It is an effective way of helping people to progress their careers and is becoming increasingly popular. For it to be effective the relationship must be based upon mutual trust and respect.

A mentor is a guide who can help the mentee to find the right direction and who can help them to develop solutions to career issues. Mentoring provides the mentee with an opportunity to reflect on their career and how to further progress and grow.

For individuals keen to build their confidence, develop personal or professional skills, mentoring is an excellent opportunity in a one-on-one environment. Mentoring can be used for many situations: to navigate through a difficult situation, to make decisions about career direction, to determine life or business goals or advance a career.

## Mentoring program overview

Partnerships will be more likely to succeed if participants understand roles, responsibilities, skills and approaches of effective mentoring. The following information outlines the details of the LAE mentoring program for potential mentors and the expectations around the commitment required to complete the program.

A total of ten mentees will be selected via a competitive process. The mentees will be given the option to suggest mentor/s they would like to work with. The coordination team will endeavor to involve those people put forward as mentors in the program.

The program will commence in October 2021 and formally conclude at the end of February 2022, although there is no reason that successful mentoring partnerships shouldn't continue beyond this time. An online initial inception meeting will be held for each mentor-mentee partnership. Following these meetings, a one-day face-to-face workshop will bring together all mentees and mentors for formal training. This workshop will be delivered in Sydney during the week starting 18<sup>th</sup> October 2021. Travel and accommodation will be covered for the 1-day workshop. This workshop will be delivered by Jill Rigney from The Right Mind, an expert in personal development.

Participants will learn:

- Mentoring skills and how to make the most from mentoring partnerships
- To build strong and robust relationship between mentors and mentees
- How to build skills in areas such as goal setting, communication skills and learning styles and techniques on keeping people accountable
- To build confidence in both challenging and being challenged on ideas
- To clarify what is most important and purposeful for them to pursue
- The difference between gathering knowledge and growing as a person

Through the five months of the mentoring program participants will be supported with monthly check-ins from the coordination team to ensure the mentoring relationship is meeting expectations. Further details will be provided during the initial workshop.

Mentors will not be financially remunerated for the time they contribute to supporting mentees. However, they will receive both formal and informal professional development opportunities through the mentoring program, and opportunities to expand their network. This is likely to be an appealing proposition for the many experienced, sole operators working in the livestock industry to leave a legacy of wider benefit to the industry as a whole.

Mentees are expected to assume the responsibility of maintaining contact with their mentor throughout the five months and to drive the relationship. Mentors will be involved in the program because they want to help support and develop an early career professional. Be prepared to commit at least one day a month to the mentoring program until the completion of the program.



An evaluation of the effectiveness of mentoring will be important for the Livestock Advisor Essentials pilot program and will inform decisions about future programs. Evaluation will include:

- Mentor and mentee self-evaluation of their role in the program,
- success of the relationship and
- overall value to them.

## How to register your interest in being a mentor

Potential mentors are asked to submit an expression of interest to enable us to ensure we have a suitable pool of mentors to meet the differing needs of mentees.

To do this, please

- Submit an EoI online [here](#)
- Online you will be asked to
  - Outline in three dot points what you can contribute to the development of an early career professional.
  - Identify your areas of expertise relevant to the livestock industry mentoring role (these might be technical skills, e.g. nutrition or soils, or soft skills, e.g. communication or coaching, or a combination of both. They may also be skills in running a successful small business.
  - Attach a current CV.

Expressions of interest open Monday 14<sup>th</sup> June 2021 and close Wednesday 15<sup>th</sup> September 2021 COB.

Please email Jo Jones ([livestockadvisoressentials@pinionadvisory.com](mailto:livestockadvisoressentials@pinionadvisory.com)) or call 0438 010 707 if you have any questions.