November 13, 2012

This webinar is being offered by the American Sheep Industry Association in conjunction with its Rebuild the Sheep Industry initiative with funding support from the National Sheep Industry Improvement Center.

Agenda

Mentoring Guidelines
Jay Parsons, Ph.D.
Colorado State University
Optimal Ag Consulting, Inc.

Producer Panel Introductions
Skye Krebs (Oregon)
Eric Harlow (Oregon)
Jennifer Tucker (Colorado)
Cody Halligan (Nebraska)

Q & A Session
Jay Parsons (Moderator)
What is Mentoring?

- “Mentor” originates from Greek mythology
  - Loyal friend and advisor to Odysseus
  - Teacher of Telemachus (Odysseus’ son)

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Mentoring is about

- Passing on knowledge in a meaningful way
- Enhancing skill sets
- Expanding networks
- Learning to value differences in approach and philosophy
- A partnership in two-way learning

Mentoring is not about

- Managing inexperienced people
  - Mentors do not “fix” problems.
  - They help mentees develop a plan of their own.
- Sponsoring young producers
  - Mentees need to have a “can do” attitude.
  - Questions and answers go both ways.
- Offering spontaneous or casual advice
Benefits

- Mentee Benefits
  - Mentor’s experience and knowledge
  - Contacts and industry network
- Mentor Benefits
  - Greater appreciation and understanding of the skills and knowledge you possess
  - Tapping into new ideas and enthusiasm

Mutual Benefits

- Excellence in any field requires coaching.
- Coaches see things that you don’t and they hold you accountable.
- A healthy mentoring relationship involves sharing experience and knowledge and holding each other accountable for ideas.
- There is strength in numbers.
Mentoring Life Cycle

- Establishing a mentoring relationship
- Maintenance of the mentoring relationship
- Evaluating and ending the mentoring relationship

Establishing the Mentoring Relationship

- Types of Mentoring Relationships
  - Formal vs. Informal
  - Virtual vs. Face-to-Face
  - Peer-to-Peer
  - Open-Source Mentoring
    - Related positions but uncompetitive
    - Relieves anxiety of training future competitor
Establishing the Mentoring Relationship

• Making the Mentoring Match
  ◦ Establish contact
  ◦ Communicate goals and vision for your operation.
  ◦ Communicate skills and experience
    • Communicate activities you do on a regular basis
  ◦ Communicate what you would like to get out of the mentoring relationship
  ◦ Agree to continue on into a mentoring relationship or not

Maintaining a Good Mentoring Relationship

• Communication
• Respect
Maintaining a Good Mentoring Relationship

- Establish mutually agreed upon modes of communication with each other
- Establish meeting guidelines
  - How long, how often, when and where
  - Potential topics
  - End each meeting with a next step
- Establish the expected length (end point) of the mentoring relationship

Maintaining a Good Mentoring Relationship

- Respect each other’s time
  - Efficient communications and meetings
- Respect each other’s information & knowledge
  - Confidential information should stay confidential
  - No one has all of the answers
- Respect each other’s operation, family, employees, property, etc.
- Respect each other’s right to say “no”
Maintaining a Good Mentoring Relationship

- The mentor is not a professional coach
  - Not liable for advice and/or suggestions
  - Due diligence is the responsibility of the person doing the implementing
- Make a commitment of time and energy
  - One hour per month
  - A year long relationship
- Promptly reschedule when needed
- Periodically assess and celebrate success

Evaluating and Ending a Good Mentoring Relationship

- Celebrate successes
- Communicate desire to move on to a peer-to-peer relationship
- Allow time for a final mentoring meeting
  - Review accomplishments
  - Provide feedback
  - Review items still outstanding
  - Establish mentor/mentee closure
Producer Panelists

- Skye Krebs (Oregon)
- Eric Harlow (Oregon)
Producer Panelist

- Jennifer Tucker (Colorado)
  - Small Acreage Coordinator
  - CSU Extension - Adams County

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Question & Answer Session

Capitalizing on the Mutual Benefits of a Mentoring Relationship

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