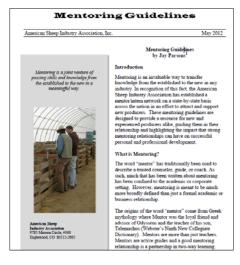


# Agenda Mentoring Guidelines Jay Parsons, Ph.D. Colorado State University Optimal Ag Consulting, Inc. Producer Panel Introductions Skye Krebs (Oregon) Eric Harlow (Oregon) Jennifer Tucker (Colorado) Cody Halligan (Nebraska) Q & A Session Jay Parsons (Moderator)



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# What is Mentoring?

- "Mentor" originates from Greek mythology
  - Loyal friend and advisor to Odysseus
  - Teacher of Telemachus (Odysseus' son)





# 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.
  - $^{\circ}$  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 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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