 

A LEG UP

Mentoring Program for the Australian Red Meat Industry

*Mentor Information Pack & Expression of Interest (EOI)*

Version 0.05 5/2/2017

# Introduction

# ‘*We make a living by what we get but we make a life by what we give’* - Winston Churchill

* ***Do you want or would you accept an opportunity to ‘put back’ and share your knowledge and experience to assist a young professional pursue and develop a successful career in the red meat industry?***
* ***Do you want help them build their skills to assist producers, and themselves to:***
	+ ***Manage and or grow their business;***
	+ ***Breed superior animals;***
	+ ***Develop better pastures;***
	+ ***Adopt superior management practices;***
	+ ***Manage succession or generational transfer;***
	+ ***Work in research;***
	+ ***Expose and assist them in becoming involved in trade negotiations;***
	+ ***Show them how they can assist developing policy on animal health and welfare, and in the future take on these tasks themselves?***
* ***Do you want to see the work you have given a life to continue? Do you want to build a solid succession plan and ensure that the next generation is fully equipped and has the support mechanisms (both formally and informally) to ensure the whole industry is strong and sustainable into the future?***
* ***Do you want to be someone who can give the next generation a few pointers from time to time?***

If the answer to any of these questions is **yes,** you may be interested in participating as a mentor in the ‘A Leg Up’ program which is an initiative of Meat and Livestock Australia (MLA). The program has been developed to give young people in the red meat industry a leg up in their career.

# How will A Leg Up Work?

# A Leg Up’ (ALU) will provide mentees with workforce mentor support for current and/or aspiring red meat RD&A professionals. It will do this by pairing them with an experienced industry professional. This project will facilitate effective communication, enable skill transfer, and build a professional network to assist mentees as RD&A entrants to set goals and achieve them.

# Passing On Your Knowledge and Experience

The knowledge and experience required to understand likely avenues of productive research, advise farmer clients and manage projects is a mixture of science, economics, and best business practice, intermeshed with a measure of gut feel and intuition which comes from experience.

Career management, including self-management requires continual monitoring and adjustment. Questions from the next generation such as:

* *Am I heading in the right direction at an acceptable pace?*
* *If not, what are the alternatives*
* *And, how do I choose the most appropriate one;*

are healthy butcan often be best answered by a mentor, not necessarily by self-examination.

# Why Now?

The reduction in employment in traditional training grounds such as RDCs and government has resulted in a gap in on-ground RD&A professionals supported by a broad team. More than coaching, this project offers the benefits of both mentoring and an internship or cadetship. New entrants will be paired with established professionals to encourage, nurture and give them a leg up in their chosen career by developing guiding relationships.

The program can be applied to all MLA RD&A activities and each participant will be paired with a mentor who will also act as their coach and powerful advocate.

# What Will A Leg Up Do?

From the industry perspective the project will:

* Assist in filling the gap that has arisen through the drastic reduction in the number of positions available for RD&A professionals.
* Provide a supportive and structured program for the engagement and support of young and new entrants, who are tertiary qualified, and working in the sheep meat and grassfed beef industries and the RD&A network.
* Engage a minimum of 20 new industry entrants (mentees) and partner them with 20 established industry participants (mentors) for 12 months to facilitate knowledge transfer and skill development through a group workshop carried out at the beginning of the program, on-going contact through the 12 month period, and to reach agreed expectations of the program over the 12 months.
* Deliver a structured program to foster, manage and ensure a professional network between mentors and mentees that has a macro view of the industry and focuses on the individual skills of each participant through 8 structured and monitored points of contact during the program and a pre and post program expectations audit.

The program will benefit the industry by encouraging and supporting new and aspiring entrants, who are in the work force (or workforce ready) to enter and remain in the sheepmeat, grassfed beef and RD&A industries.

# The Opportunity for You

‘A Leg Up’ will provide an opportunity for you as an experienced professional in the red meat industry workforce to mentor a person who wants to pursue a career aligned with your area of interest. The aim is for you, the mentor, to be able to provide practical insights, impart knowledge from experiences and past lessons that have occurred over your career.

What you would be required to provide is:

* Sharing of your skills and imparting knowledge in your area of interest including:
	+ Past experiences;
	+ Thoughts and ideas on your own career development and what might help them in theirs;
	+ A sounding board for any questions, challenges or opportunities that come your way;
	+ A strong personal advocate.
* Personal support through pursuing professional development opportunities

The program will support and encourage cross generational learning and assist in creating a stronger culture of learning and collaboration between people and organisations.

A successful and strong mentoring relationship is an intricate and personal one, and as managers of this program we will consider (at least) the following factors when assessing mentor/mentee matching:

* Personality style;
* Communication styles;
* Area of expertise in relation to mentee career aspirations;
* General ability to get along with each other;
* Areas of non-work related interest;
* Age and gender.

These things are extremely important as it is envisaged that the program will cultivate valuable long term relationships beyond the life of the program period.

Mentors will be placed through a selection process to ensure that they align with the above-mentioned characteristics.

You will not be paired with someone who you do not get on with, this is also a risk of the program in the fact that if there is not a suitable match, you may not be able to participate, in which case the project management team will discuss options with you for future opportunities (the opportunities that ALU will raise will extend far beyond this specific project).

All direct costs associated with the program for mentors will be covered by the program.

Mentors will not be reimbursed for time spent with their mentees during the program period.

# What will be expected of you

While the relationship between your mentee and yourself will be yours, it is expected that Mentors in the program will:

* Attend the face-to-face meeting held in Wagga at the beginning of the program which will include:
	+ Matching of mentees and mentors
	+ Professional development presentations (gain perspective on the content to assist in mentoring relationship from the outset)
	+ Networking with other mentors and mentees, project staff and MLA staff
* Participate in project professional development webinars throughout the duration of the program
* Put in the required and reasonable effort to build, maintain and develop your relationship with your mentee
* Actively communicate any problems, concerns or positive feedback to the project manager throughout the program

# Program Structure

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| --- | --- | --- |
| **APPROXIMATE DATE** | **ITEM** | **LOCATION** |
| December/January 2017 | Steering Committee Development | Email/public/phone |
| January 2017 | Call for EOI’s for Mentee and Mentor Participants | Email/public/phone |
| 18th & 19th April 2017 | Face-to-face meeting | Sydney |
| May 2017 | Webinar | Teleconference |
| July 2017 | Webinar, mentee teleconference, mentor teleconference | Webinar |
| September 2017 | Webinar | Webinar |
| October 2017 | Project Manager progress call (to individual mentees and mentors) | Phone/teleconference |
| November 2017 | Webinar | Webinar |
| February 2018 | Webinar | Webinar |
| March/April 2018 | End of program evaluation/interviews and formal finish of the program | Phone/teleconference/face to face |

*NOTE: these are indicative dates only and more detail will be provided when the program starts.*

## Face to Face Meeting

The ALU program will begin with a two day face-to-face meeting for all mentees, mentors and project management staff, most likely held in Sydney.

All participants are expected to attend this meeting.

More details will be provided on this when finalised.

## Mentee/Mentor Matching

This will occur at the face-to-face meeting at the start of the program (based on the background work from individual in the lead up to the face-to-face meeting).

The management team are experienced in building and fostering mentoring relationships in the agricultural industry and these skills and experiences will be drawn on to ensure the most effective matching occurs in ALU.

## Webinars

The program will include five webinars throughout the twelve-month period.

The specific dates will be advised as they are locked in but will be approximately every two months.

Mentees and mentors will be invited to participate, and from these webinars will come tools, exercises and discussion points to be addressed within each mentee/mentor relationship.

## Check in calls and support

Each month you will receive a call from the project management team to see how you’re progressing with your professional development, mentee/mentor relationship and general project effectiveness, feedback and any suggestions you might have for aspects of the project e.g. webinar topics, material provision etc.

You will have full communication access to the Project Manager at all times throughout the project, for any issues, concerns or feedback that need to be discussed and managed.

## Expression of Interest (EOI) to participate as a mentor

|  |  |
| --- | --- |
| **Name** | Click here to enter text. |
| **Occupation** | Click here to enter text. |
| **Address** | Click here to enter text. |
| **Mobile** | Click here to enter text. |
| **Email** | Click here to enter text. |
| **Referee #1** | **Name:** Click here to enter text.**Relationship:** Click here to enter text.**Phone Number:** Click here to enter text.**Email:** Click here to enter text. |
| **Referee #2** | **Name:** Click here to enter text.**Relationship:** Click here to enter text.**Phone Number:** Click here to enter text.**Email:** Click here to enter text. |
| **What sector of the industry do you work in and what is your area of specialty/main interest (200 words)?** |
| Click here to enter text. |
| **What would you like to get out of/provide in a mentoring program/relationship (200 words)?** |
| Click here to enter text. |
| **What are the biggest challenges, as you see them, in young people in your sector of the industry reaching their goals (what are the key things that will hold young people back) (200 words)?** |
| Click here to enter text. |
| **What personality traits would you look for in a mentee (200 words)?** |
| Click here to enter text. |

EOI’s must be received before the **24th of March 2017.**

Please attach your resume to your EOI when submitting.

Once this EOI is received, the Project Management team will arrange an interview with you to be held over the phone.

For any enquiries please call Dan Korff on 0447 418 485 or email at dkorff@meridian-ag.com.au