

MENTORING

Succeeding Generations Initiatives Project

Mentors

- Mentors can participate in the Program either through direct application or through identification and encouragement by MAFRI staff.
- Each mentor will need to complete a formal application that will include:
 - Contact information.
 - Description of overall management experience including length of experience, a description of the types of farm enterprises managed and general areas of expertise including significant off-farm activity.
 - Explanation of reason(s) for interest in becoming a mentor.
 - An acknowledgement that all information obtained from the young farmer participant and from Manitoba is sensitive and private and confidential. As such, this information will not be shared with third parties without the express consent of the young farmer participant and MAFRI.
 - Signature.
- Prior to receiving acceptance into the program, the mentor applicant needs to participate in the program's training and orientation process.
- The provincial program coordinator will provide written notification to each accepted mentor.
- While recognizing that the mentoring process is already happening within multigenerational farm families, a mentor under this program will not normally be a close relative of the participant including parent, grandparent or uncle/aunt. Exceptions require written approval from the provincial program coordinator.
- Mentors will need to complete client contact reports and provide a copy to the program contact person.
- The mentor should advise the program contact person as early as possible if an arrangement is not working effectively.

- On a regular basis, but no less frequently than every four months, the participant and the mentor will separately evaluate progress being made as a result of the mentor relationship. The evaluation will be completed in a prescribed written format.
- In addition to responding to specific questions and issues, the mentor and program will work towards strengthening the young farmer participant's self-confidence in making decisions.
- Important characteristics that successful farmer mentors normally possess include demonstrated farming skills, demonstrated business management skills and good communication skills.
- Communication skills include providing advice and guidance, effective listening, reinforcing positive traits and skills, building a trust relationship, respecting confidentiality and sharing experience and knowledge.
- Mentors will encourage and respect the right of the young farmer client to make and be responsible for decisions.

Reciprocal farm visits between the mentor and young farmer participant has proven to be a useful and successful mentoring technique.