

Establishing a Mentorship Program for Women in Agriculture

CANADIAN AGRICULTURAL
HUMAN RESOURCE COUNCIL



CONSEIL CANADIEN POUR LES
RESSOURCES HUMAINES EN AGRICULTURE

About CAHRC

WHO ARE WE?

The Canadian Agricultural Human Resource Council (CAHRC) is a national, non-profit organization focused on addressing human resource issues facing agricultural businesses across Canada.

OUR VISION

A qualified and motivated workforce that is sufficient to sustain profitable agriculture in Canada.

OUR MISSION

Develop solutions to support the HR management needs of agriculture.

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Objectives

By the end of the webinar you will be able to:

- ✓ Define mentorship
- ✓ Identify the benefits of a mentorship program
- ✓ Establish a mentorship benchmark
- ✓ Establish program goals
- ✓ Define the mentorship process
- ✓ Establish mentorship ground rules
- ✓ Provide supporting documents
- ✓ Evaluate program effectiveness

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DOCUMENTS HERE]

What Is Mentorship?

Mentorship is a relationship featuring a more experienced person providing guidance and support to a less experienced person.



Photo Credit: Shutterstock

What Is a Mentorship Program?

Mentorship programs are formal mentorship relationships.



What Are the Benefits?

- ✓ Benefits for the mentor
- ✓ Benefits for the protégé
- ✓ Benefits for the organization



What Have WE Learned so Far?

We have covered:

- ✓ What is mentorship?
- ✓ Characteristics of a mentorship program
- ✓ Benefits of a mentorship program



What Have YOU Learned so Far?



Getting Started

Three Basic Steps:

1. Establish a benchmark
2. Set program goals
3. Define a process



Getting Started

And then...

1. Support ongoing success



Establishing a Benchmark

Benchmarking helps you identify current diversity levels so you can determine areas for improvement.



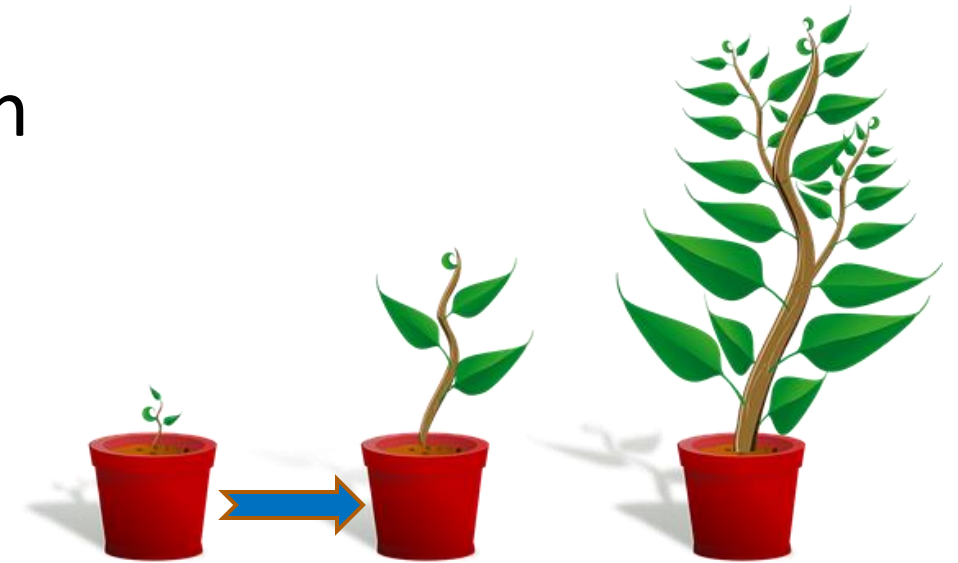
Questions & Answers



Setting Program Goals

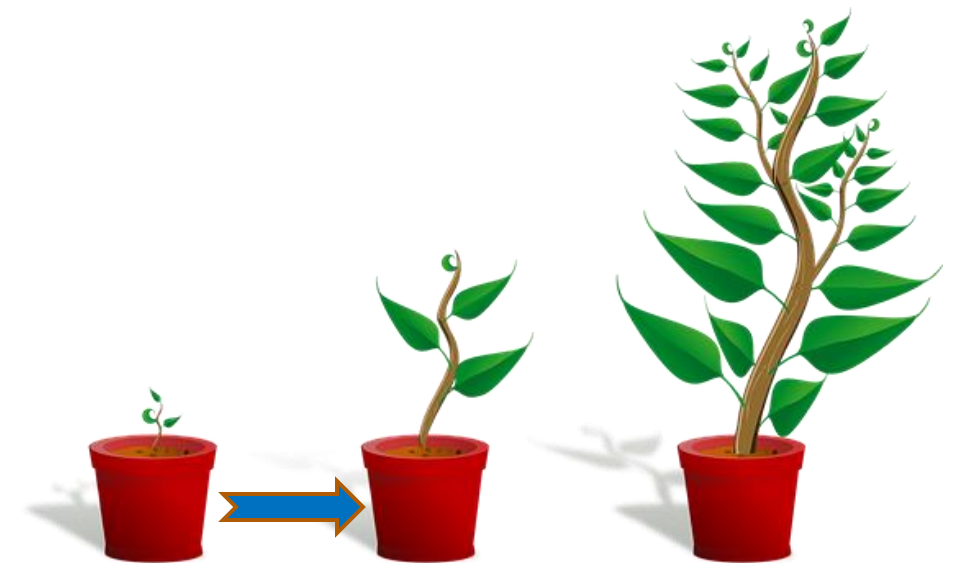
Benchmarks help you see the levels of diversity your organization supports today.

Setting goals enables you to decide on the levels of diversity you want to achieve in the future.



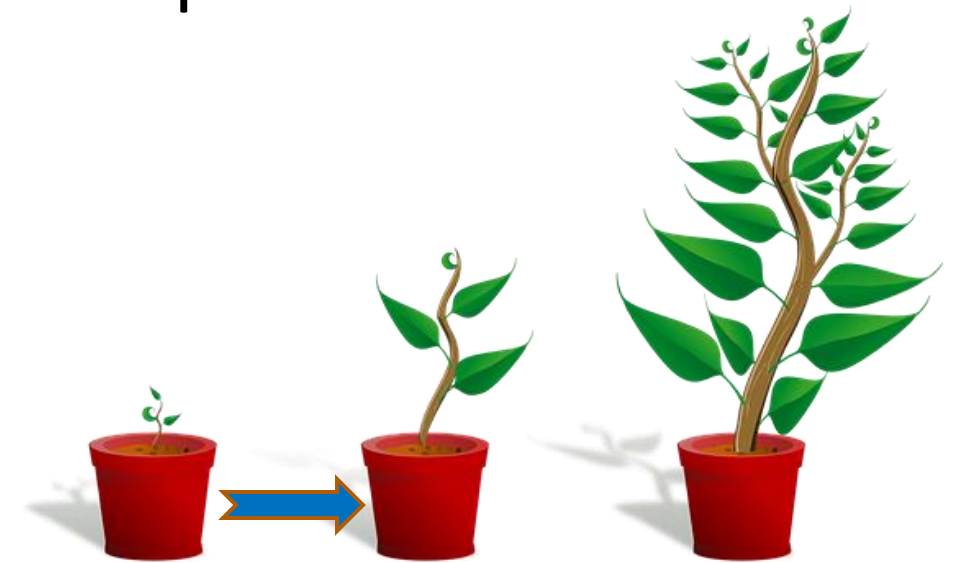
Setting Program Goals

- ✓ What do you hope to achieve?



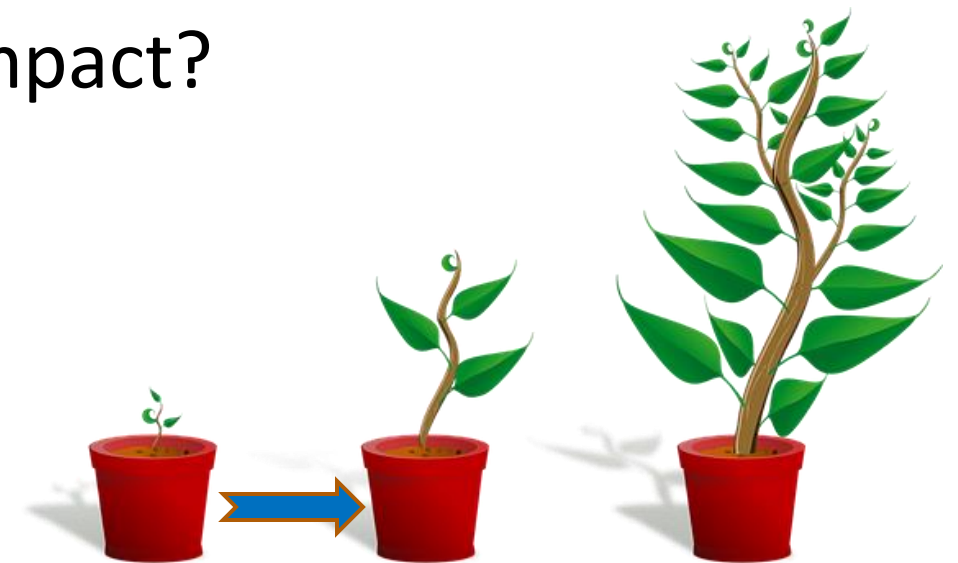
Setting Program Goals

- ✓ How will you measure organizational impact?



Setting Program Goals

- ✓ How will you measure individual impact?

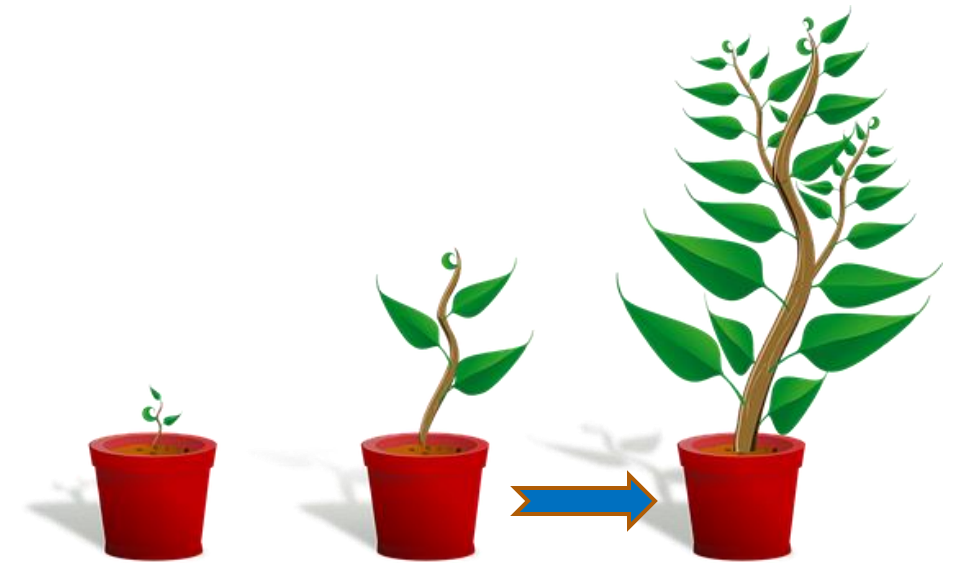


Questions & Answers



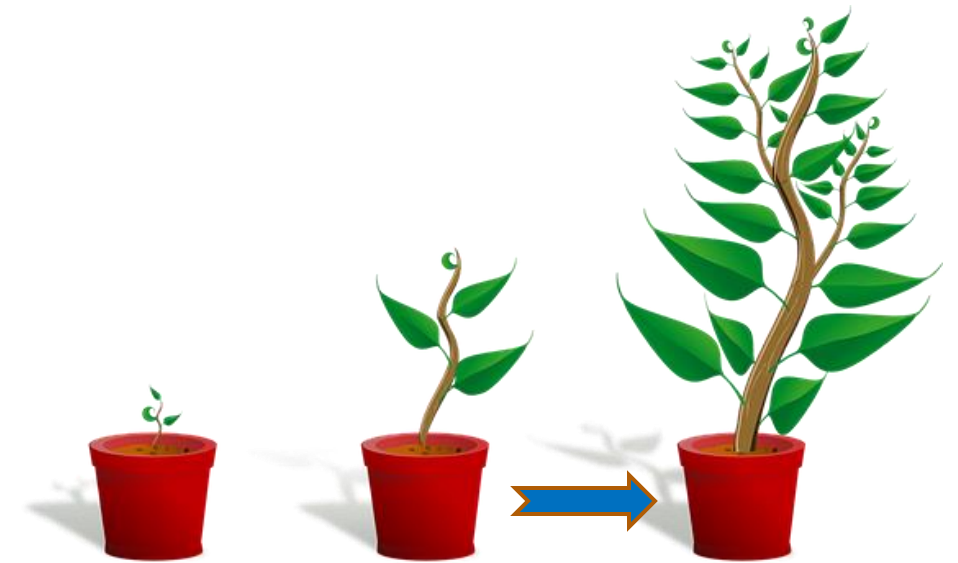
Defining the Process

- ✓ Decide on a recruitment process
- ✓ Set the expectations
- ✓ Define the desired outcomes



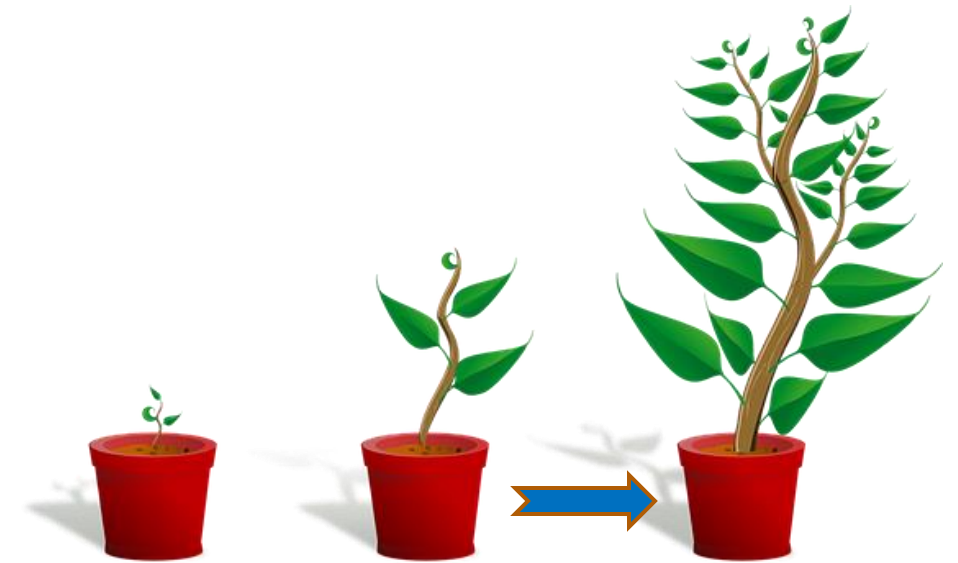
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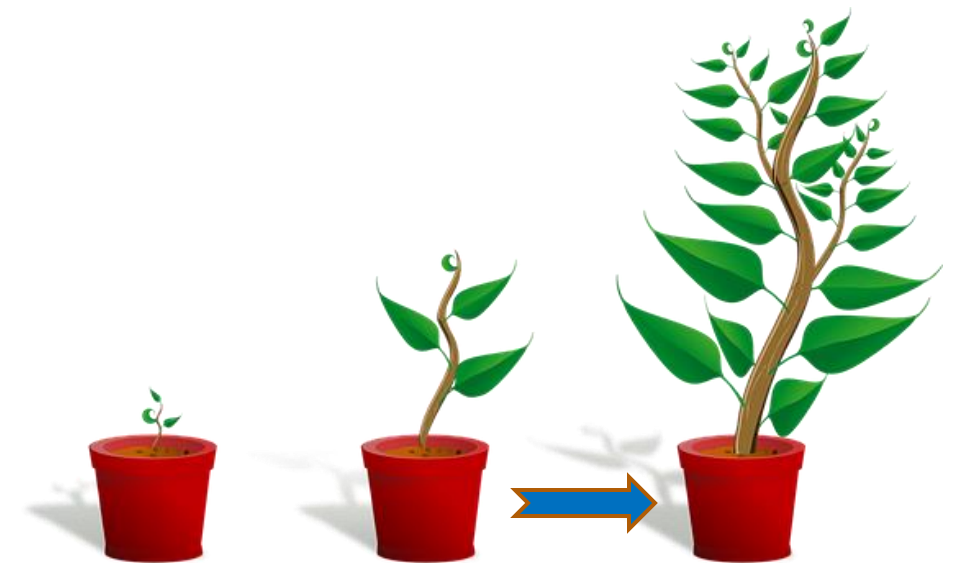
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Questions & Answers



Supporting Ongoing Success

- ✓ Provide tools and support
- ✓ Check in on participants
- ✓ Gather feedback



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Supporting Ongoing Success

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Now You Know...

- ✓ Why mentorship is important
- ✓ How to create a mentorship program
- ✓ How to evaluate the impact

Need more?

Visit CAHRC's AgriWomen section at:
cahrc-ccrha.ca/agriwomen

Questions & Answers



Thank You!

