

# Mentoring & Being Mentored: 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.

CANADIAN AGRICULTURAL  
HUMAN RESOURCE COUNCIL



CONSEIL CANADIEN POUR LES  
RESSOURCES HUMAINES EN AGRICULTURE

# Objectives

---

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

- ✓ Define mentorship
- ✓ Identify the benefits of participation
- ✓ Recognize the right mentorship fit
- ✓ Establish mentoring ground rules
- ✓ Conduct a mentorship kick-off meeting
- ✓ Provide supporting documents

# Objectives

---

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

- ✓ Define mentorship
- ✓ Identify the benefits of participation
- ✓ Recognize the right mentorship fit
- ✓ Establish mentoring ground rules
- ✓ Conduct a mentorship kick-off meeting
- ✓ **Provide supporting documents**

[THUMBNAILS OF  
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?

---

- ✓ For the Protégé
- ✓ For the Mentor
- ✓ For the Organization



# What are the Benefits?

---

- ✓ **For the Protégé...**
  - ✓ Accelerate growth
  - ✓ Receive feedback
  - ✓ Practice skills
  - ✓ Expand networks
  - ✓ Feel empowered





# What are the Benefits?

---

- ✓ **For the Mentor...**
  - ✓ Enhance leadership skills
  - ✓ Enhance interpersonal skills
  - ✓ Learn new approaches
  - ✓ Be a role model
  - ✓ Support female talent



# What are the Benefits?

---

- ✓ **For the Organization...**
  - ✓ Improve job satisfaction
  - ✓ Boost retention
  - ✓ Enhance reputation
  - ✓ Strengthen values
  - ✓ Improve productivity



# Questions & Answers

---



# Getting Started

---

## How to Choose a Mentor

1. Shared Values
2. Communication Skills
3. Willingness



# Getting Started

---

## How to Choose a Protégé

1. Motivation
2. Adaptability
3. Potential



# Questions & Answers

---



# Ground Rules

---

## For Mentors:

1. Support Growth and Development
2. Build Trust
3. Connect with Others



# Ground Rules

---

## For Protégés:

1. Drive the Relationship
2. Be Prepared
3. Build Trust





# Questions & Answers

---



# The Kick-Off Meeting

---

- ✓ Get to know one another.
- ✓ Discuss the protégé's goals.
- ✓ Set the mentoring schedule.



# The Kick-Off Meeting

---

- ✓ Get to know one another. Mentors can talk about...
  - ✓ Career highlights
  - ✓ Current role
  - ✓ Career motivation
  - ✓ Career goals
  - ✓ Decisions
  - ✓ Interests and passions
  - ✓ Important roles
  - ✓ Greatest strengths



# The Kick-Off Meeting

---

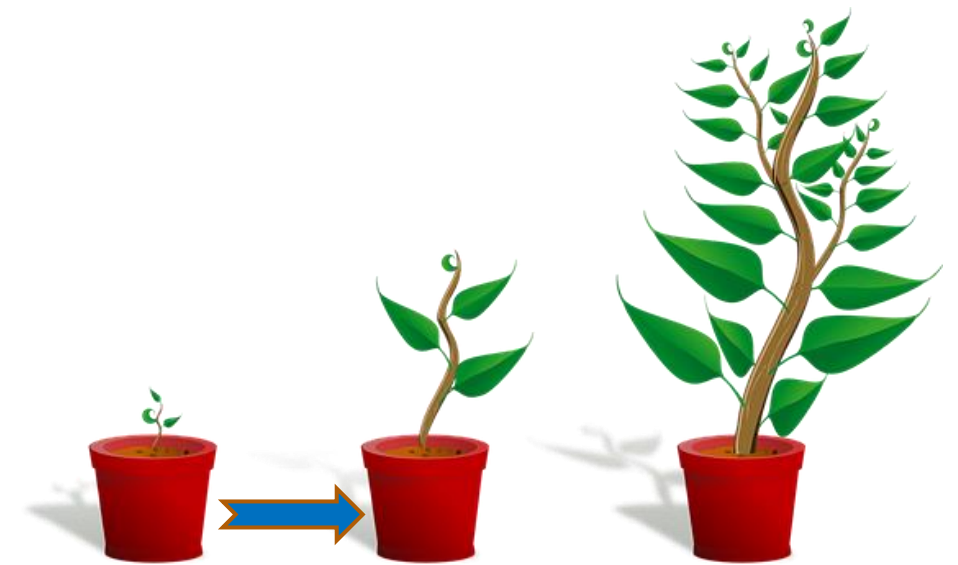
- ✓ Get to know one another. Protégés can talk about...
  - ✓ Educational/professional highlights
  - ✓ Current role
  - ✓ Career successes
  - ✓ Career goals
  - ✓ Decisions
  - ✓ Interests and passions
  - ✓ Important roles



# The Kick-off Meeting

---

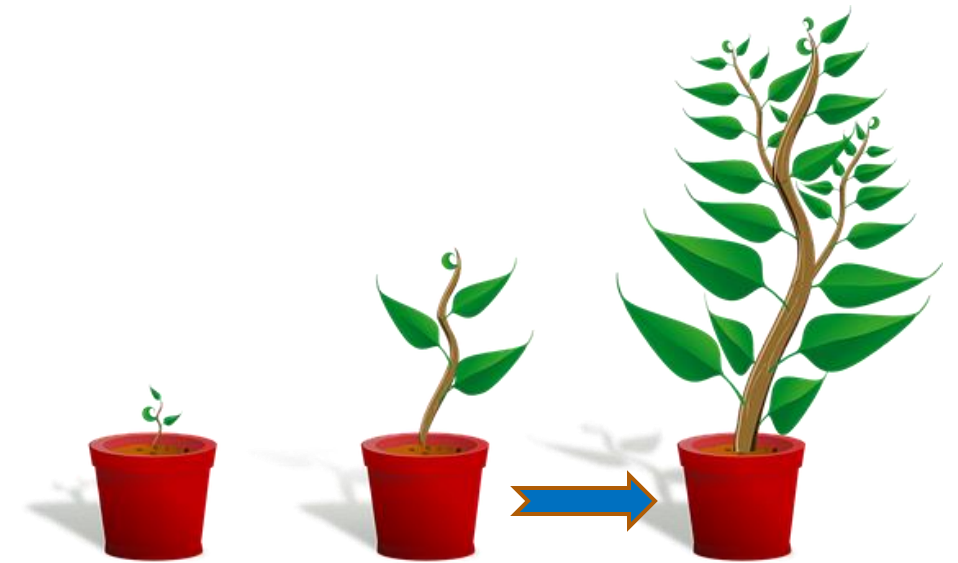
- ✓ Discuss the Protégé's Goals



# The Kick-off Meeting

---

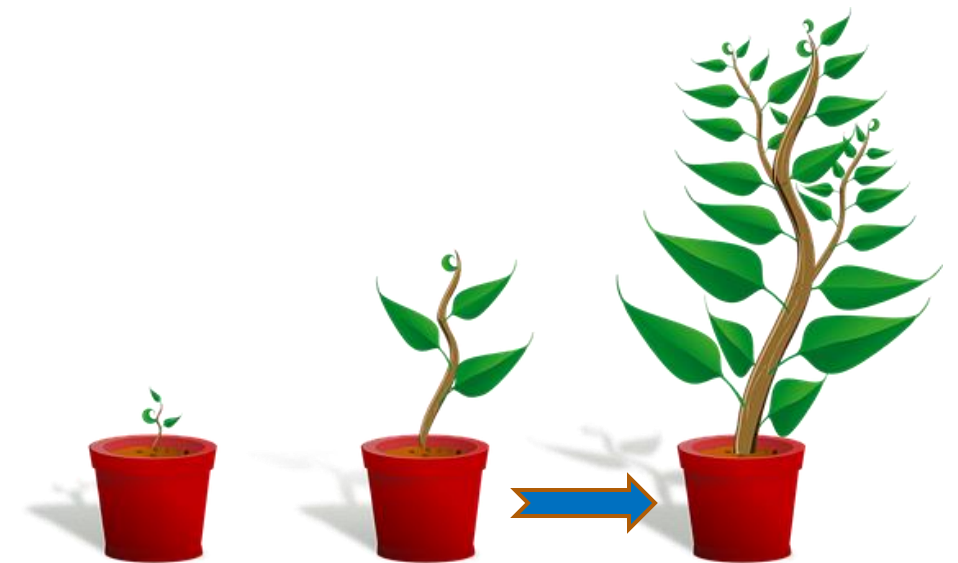
- ✓ Set the Mentoring Schedule



# Checking In

---

- ✓ Consider checking in monthly to ensure success.



# Now You Know...

---

- ✓ Why mentorship is important
- ✓ How to choose a mentor or protégé
- ✓ How to establish the ground rules
- ✓ How to kick off the mentorship



# Need more?

---

Visit CAHRC's AgriWomen section at:  
[cahrc-ccrha.ca/agriwomen](http://cahrc-ccrha.ca/agriwomen)

# Questions & Answers

---



# Thank You!

---

CANADIAN AGRICULTURAL  
HUMAN RESOURCE COUNCIL



CONSEIL CANADIEN POUR LES  
RESSOURCES HUMAINES EN AGRICULTURE