



Graeme Acton Beef Connections Mentoring Program

Connecting Mentors and Mentor Partners to grow future industry leaders

Beef Connections has been investing in and developing young people in the Beef Industry for 6 years. In 2020 Beef Australia is looking for the next group of Mentor Partners to invest in.

Program Objectives

The objectives of the Graeme Acton Beef Connections Mentoring Program are to:

- Provide a structured approach to support the personal and professional development of young people in the Australian Beef Industry.
- Empower future industry leaders in their agricultural careers.
- Build confidence and enhance self- esteem of all participants.
- Facilitate network building.
- Focus on providing a variety of learning opportunities.
- Provide an opportunity to be supported through the learning journey by a mentor.

Beef Connections Commitment

The Mentoring Program is a 14- month program that involves:

- 4 Face to Face **workshops** (depending on COVID-19). Brisbane based. Total of 10 days for Mentor Partners
- Mentors have the option to participate in the total 10 days, however the commitment to **workshops** must be for 4½ days
- Beef 2021 in Rockhampton -3-7 May 2021
- Participating in monthly learning and review webinars

Building Mentoring Relationships

You will be paired with a Mentor Partner to support them to achieve their goals for the 14 months of the program.

The Program Facilitator will match mentors and mentor partners based on skill set, personality, experience, and project needs.

Mentor's role and responsibilities

The mentor's role is to listen, provide constructive feedback and to help their mentoring partner consider options. They may refer them to resources and facilitate decision making and share their own experiences. They might help to identify areas for development, coach their mentoring partner and allow opportunities to practice their new skills. They may be a sounding board, ask questions to cause further exploration of ideas or to challenge their mentoring partner's thinking. They provide guidance, not direction and do not solve problems but act as a collaborator in the problem-solving process.

Responsibilities of the mentor include:

- Maintaining confidentiality
- Being accessible



- Listening actively
- Motivating and supporting your mentoring partner to achieve their goals

Beef Connections Project – Mentor Partners

Mentors provide support and guidance to assist the mentor partner to complete a project.

The structured focus of the program will help Mentor Partners to develop their skills through the design, development and implementation of a project that will be beneficial to the growth of the individual in their personal and professional role in the Australian beef industry.

The project outcomes must include:

- Either a commercial, research, sustainable business development or an innovative focus, that has relevance to the support and future prosperity of the Australian beef industry.
- Development of the Mentor Partner's industry skills and knowledge.
- Personal learning and development focus.

Examples of previous project topics:

- Product credibility in the marketplace
- Paddock language interpretation of processor feedback to help production meet specifications
- Establishing the Women of Lot Feeding organisation
- Developing a business model to kick start young people into beef production
- Developing a local beef cooperative
- Rumen health webinar series for producers
- Optimize the management of livestock in pre-export quarantine
- Lean-Meat Yield (LMY) Importance to processors and what it means for producers.

Mentor Selection Criteria

- Have the time and commitment to provide support to your mentoring partner for 14 months.
- Have the skills and experience to support the development needs and aspirations of a young person in the beef industry.
- Demonstrated experience in developing others.
- Strong people orientation with good communication and interpersonal skills.
- A positive attitude to being a mentor.
- Regarded as successful in your own life and career.
- Walk the talk in building relationships, self-development, leadership, and industry integrity.
- Have an extensive network of resources and relationships of potential relevance to the mentoring partner.

What Do I Need To Do?

1. ***Application and Selection*** - Beef Connections Mentors will be selected through an Expression of Interest (EOI) and interview process. Your first step is to complete the EOI form. The EOI will



then be considered by a Beef Australia panel, reviewed in relation to the needs of the selected Mentor Partners. If considered a potential match for a Mentor Partner you will be interviewed by the program Facilitator (Barb Bishop).

2. Key Dates

- EOIs close 22nd June 2020
- Interview with Barb Bishop – week of 7th July 2020
- Announce successful Mentor Partners and Mentors – 10th July 2020
- Introduction webinar – 22nd July 2020

3. *Apply Here ...*