



Local Land
Services
Western



Western Division Resilient Landscapes Project: Mentoring Program

Program Overview 2017-2018

In partnership with



Australian Government

*Catchment Action
NSW*



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www.lls.nsw.gov.au
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Program Aim

The Western Divisions Resilient Landscapes Mentoring Program provides an intensive coaching program to support on-enterprise innovation development and practice change for landholders in the Western Division of New South Wales. The program is designed to lead innovative development and change in land management throughout the Western Division. It is a unique, highly-individualised program, structured to support land managers on a one to one basis in their enterprise.

The program innovators (mentors) are landholders living in the Western Division who are recognised for their expertise in land management techniques and practices. The partnership between mentor and participant (mentee) runs over a 12-month period, covering a range of topics which have been identified in supporting change management, resulting in a successful grazing enterprise.

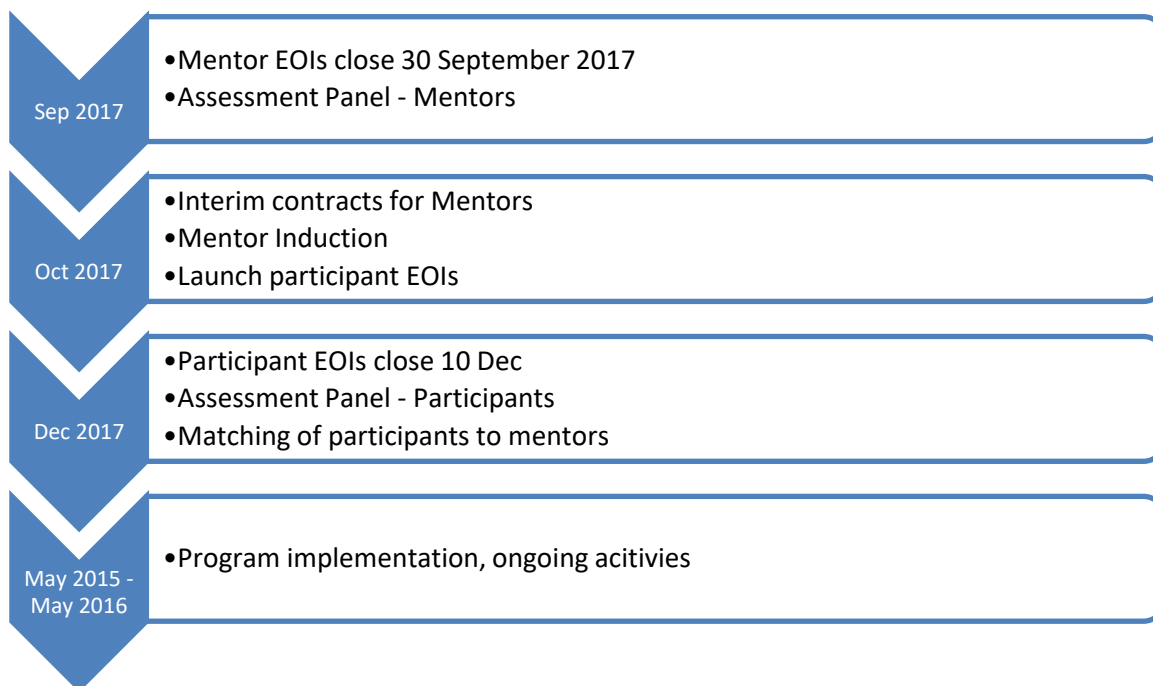
The program's emphasis on business and production enables participants to better manage their natural resources. This aspect of the program has been recognised by the Local Land Services Western Region as an important step towards achieving a sustainable and productive business. Participants of the program are able to work with their mentor to develop and review their business direction, look for business opportunities, share ideas and learn from someone with extensive knowledge in a similar field of business.

Program Topics

Key program topics will include:

| Pillar | Topic | Aim |
|--------|---|--|
| 1 | Review current operation | Analyse current business operation to identify strengths, weaknesses and opportunities |
| 2 | Formulating business direction | Determine strategies to overcome identified business threats and weaknesses and build on identified opportunities |
| 3 | Establish steps to achieve business direction | Design an implementation strategy which is within the business capacity to realise the long term business vision |
| 4 | Systems development | Develop systems to support the management of identified enterprise change. Management support systems may be a hard copy of computer-based management tools appropriate to effect the implementation of identified enterprise change |
| 5 | Property mapping and planning | <ul style="list-style-type: none">○ Assistance with mapping software○ Assistance with mapping existing and planned infrastructure○ Accurately calculating paddock areas |
| 6 | Monitor, review and evaluate | Establish a meaningful method to monitor business direction and performance |

Program Timetable



Mentor's Role

The role of the Mentor is to develop a one-on-one partnership with an interested land manager and provide a tailored program with them to support enterprise innovation development and practice change.

Note that the mentor's role is to provide feedback and ideas, not specific advice. Enterprise decision-making remains in the hands of the program participant.

Criteria for Mentors

The Mentor is expected to possess the following characteristics:

1. Demonstrated experience in the management of a farming enterprise in Western NSW.
2. Skills, knowledge and experience that will be relevant to participants located within Western NSW.
3. Demonstrated history of active participation in training, education or professional development activities.
4. Previous experience in mentoring, information exchange or delivery.
5. Demonstrated ability to engage with participants over a twelve month period and show a willingness to travel and attend or host field days for the group.

Assessment Process

A selection panel will assess participant applications. These will be scored and ranked and the top ranking applications will be deemed successful. The panel has the right to request further information or place special conditions on the applicant if they feel it is required.

Once successful applicants have been notified, an interim contract will be offered in order to involve mentors in the recruitment of participants. Mentors will be expected to participate in media interviews and provide case studies for publicising the program.

Mentor Activities

The range of Mentor activities will vary widely depending on the approach to changes in the Participant enterprise that are planned for the Program. The following activities are set out as a general guide to typical activities for Mentor involvement:

- Participate in a mentor induction program
- Host a Mentor open day at own property to demonstrate what can be achieved through innovation
- Assist the program facilitators in conducting the initial Participant property visit and induction.
- Attend Mentor and Participant induction day
- Conduct a number of Participant enterprise visits over the duration of the Program.
- Facilitate one on one sessions with allocated Participant through a mix of phone, email and face to face to take place across the Program
- Participate in Mentors teleconferences or face to face meetings when called to do so by the Program Facilitator.
- Maintain regular liaison with the Program Facilitator regarding program developments and requirements.
- Complete program evaluation and reporting requirements
- Be a program ambassador
- Profile and promote Participants and their projects and program achievements.

Participant's Role

The role of the Participant is to actively engage in the program and with their designated Mentor to ensure they develop knowledge and skills to implement enterprise action/s and improvements.

Participants are asked to work with their mentor to develop a one on one partnership and engage in a series of one on one (face to face and email/phone) and small group activities to support enterprise development and practise change. Further expectations of the participant are listed below:

- Attend Innovator open days
- Host an initial property visit in the presence of their Mentor and Local Land Services Western staff as part of the program induction
- Participate in property visits where the Mentor visits the property for face to face sessions
- Participate in a mix of phone and email communication with their mentor
- Maintain regular liaison with Local Land Services staff in relation to program developments and requirements
- Maintain a record of activities and learning and complete program evaluation and reporting requirements
- Be a program ambassador, promoting the program through case-studies or media stories if required
- Participants will be required to sign a Memorandum of Understanding agreeing to their role in the program and committing to participation in activities

Criteria for Participants

The Participant is expected to possess the following characteristics:

1. Motivation to join the program consistent with program goals and objectives.
2. A willingness to participate in training and work towards positive NRM outcomes.
3. Property management experience consistent with the program and the ability to achieve the intended outcomes of the mentoring process.
4. Current property management and infrastructure conducive to the program.
5. willingness to identify areas of their current operation that can be improved/enhanced by the program.

Participant Activities

Participants will be asked to actively engage in the following activities:

- Program induction process
- Property visits with their designated mentor and/or Local Land Services staff
- Attend program open days
- Attend program training events
- Contribute towards program case studies and other forms of media
- Complete program Monitoring, Evaluation, Reporting and Improvement activities where required

Assessment Process

A selection panel will assess the applications. Applications will be scored and ranked and the top ranking applications will be deemed successful. The panel has the right to request further information or place special conditions on the applicant if they feel it is required.

Matching of mentors to participants

Mentor and participant partnerships will be based on knowledge base, natural resource management issues, business direction and learning styles. Distance between properties will also be taken into account.

Resources and Events

Along with providing the opportunity for land managers to develop one on one mentoring partnerships, the Western Division Resilient Landscapes Mentoring Program will also provide access to capacity building activities in the form of field days, training courses, publications and other resources.

Monitoring, Evaluation, Reporting and Improvement

Participants and mentors will be required to complete monitoring, evaluation, reporting and improvement (MERI) requires where set by the program. This may include but not be limited to an interview or survey at the beginning, half way and end point of the 12 month program.