



How can I support my employee to find the right mentor / coach?

There are three options to consider when supporting your employee to find the right mentor / coach.



Tip Usually coaches are within the business and can be the line-manager. Mentors may be external.

- Is there someone suitable within the business?
 - Is this person experienced and have they mentored or coached before?
 - What support do they need to be a good mentor / coach?
 - Do they have the capacity to mentor and/or coach?
- If someone internal is unavailable, is there someone in your community or network who:
 - Is this person experienced mentoring others in the industry?
 - Does their experience align with areas your employee is looking to develop?
 - Are they willing to take on a new mentee?

- If the above are not feasible, or another mentor/coach is required then:
 - Could you support your employee to become involved in a professional or organised programme to gain mentorship? Examples include:
 - NZ Young Farmers Regional Mentor Teams
 - Agri-Women's Development Trust Generation Change Mentoring
 - Rural Leaders Programmes and various industry body programmes
 - Could you encourage them to network in different forums (such as local workshops, meetings, and conferences) to find a mentor?
 - Could you encourage them to seek out individual professional business mentors and coaches (paid).



Tip Encourage your employee to find potential mentors through channels available to them. This could include through social groups, via social media on Facebook or LinkedIn, through industry body channels, or through networking at conferences.