



What does good coaching and mentoring look like?

Below outlines two case studies for both mentoring and coaching. These highlight some of the common issues with coaching or mentoring and in contrast, the key good aspects of coaching and mentoring.

Mentor

Needs Addressing

- ✗ Jordan, a senior farmer, is mentoring Brooklyn, a new farm assistant. However, Jordan rarely finds time to meet with Brooklyn and often cancels their scheduled sessions.
- ✗ When they do meet, Jordan tends to dominate the conversation, offering advice that is not always relevant to Brooklyn's interests in livestock management.
- ✗ Brooklyn feels frustrated and unsupported, and is unsure about their future within the business.

Excelling

- Darcy, a senior manager with over 20 years of experience in viticulture, is mentoring Charlie, a contractor from overseas.
- ✓ Darcy regularly meets with Charlie to discuss their career goals and provides Charlie with valuable insights into the industry. Darcy helps Charlie set long-term career goals and offers advice on developing their skills.
 - ✓ Charlie feels supported and inspired, and has successfully navigated several challenging projects thanks to Darcy's guidance.

Coach

Needs Addressing

- ✓ Taylor, a coach, is working with Riley, a new employee on the orchard, on their time management skills.
- ✗ Taylor often provides generic advice without considering Riley's unique circumstances.
- ✗ Taylor doesn't follow up regularly, and Riley feels left to their own devices.
- ✗ As a result, Riley struggles to implement any meaningful changes, and their performance remains stagnant. Riley feels discouraged and doubts the effectiveness of the coaching process.

Excelling

- ✓ Alex, a skilled coach, is working with Jesse, a dairy farm manager, to improve their herd management skills.
- ✓ Alex schedules regular sessions with Jesse, where she uses active listening to understand Jesse's concerns and challenges.
- ✓ Alex guides Jack in setting specific, achievable goals, such as improving milk production and cow health, and helps develop a clear action plan.
- ✓ Alex provides constructive feedback and encourages Jesse, leading to noticeable improvements in herd wellbeing and productivity. Jesse feels more confident and capable in their role.