



ACTION4YOUTH CASE-STUDY: SUPPORT PHASE TRAINING - JOSH FARR



As part of our [NCI funding ACTION4YOUTH](#) provides 21st century skills training to our [Young Farming Champion](#) mentors, careers advisors, students (the next generation employees) and our prospective employers.

Following [Annie Simpson's initial workshop](#) it was Josh Farr's turn to share his 21st century tips and tricks. Josh is the founder of [Campus Consultancy](#) and is a popular presenter within the [Action4Agriculture](#) network. His workshop looked at the principles of being a great mentor and/or mentee and how to structure mentoring sessions for maximum results.

Mentoring is the intention to show up for another, share the best of what you have learned and authentically listen to their needs and desires. My life has been fundamentally improved and shaped by mentoring. It's my hope that the mentors and mentees in this program reap the same life-changing rewards." Josh says.

Josh began his workshop by exploring three common myths of mentoring.

The first is there is a perfect mentor out there; the second is if I only find the perfect mentor they will solve all my problems and the third is when I do find them and they have solved my problems I won't have to do anything."

Then, with myths busted, and using interactive tools and participant experiences, Josh proceeded to illustrate how mentorship is a strategic partnership, how to recognise the challenges to effective mentorship and how to set a mentoring session agenda.

Knowing what you want and how to ask for it in a mentoring session is important,"

Josh outlined eight ways mentoring can assist career development:

1. **SUPPORT** - Listening and sharing experiences.
2. **INFORMATION** - both subjective personal experiences and objective information.
3. **GOALS** - setting short-term and long-term career goals.
4. **PROBLEMS** - identification and solving.
5. **PLANNING** - creating career and life plans.
6. **SKILLS** - identify and develop skills.
7. **CONTACTS** - introduction to and strategy for networking.
8. **ACCOUNTABILITY** - keeping the mentee on track.

Josh then acknowledged the common barriers or challenges to an effective mentor/mentee relationship including personal and life events (relating to time management and emotional state),

effective communication and rapport, the difference between physical and virtual mentoring and participant motivation.

To achieve the maximum from a mentoring session Josh concluded the workshop by outlining the G.R.O.W agenda:

- G** What is the goal to the mentoring session.
- R** Reality and roadblocks - identifying underlying problems.
- O** Overcome - what are solutions to problems.
- W** Way Forward, what am I asking for and what am I committing to.

Josh was impressed with the workshop participants who were willing to share their own experiences and take a close look at how mentoring could work for them.

Mentors in this program bring tenacity, intelligence, integrity and care to their work. This workshop was designed to expand their beliefs on what is possible during mentoring and to focus their attention on the highest impact activities. 100% of mentors in this program also see themselves as mentees and have benefited from effective and diverse mentoring. Their act of signing up, showing up and serving as mentors proves how effective mentoring has a multi-generational positive effect." Josh says