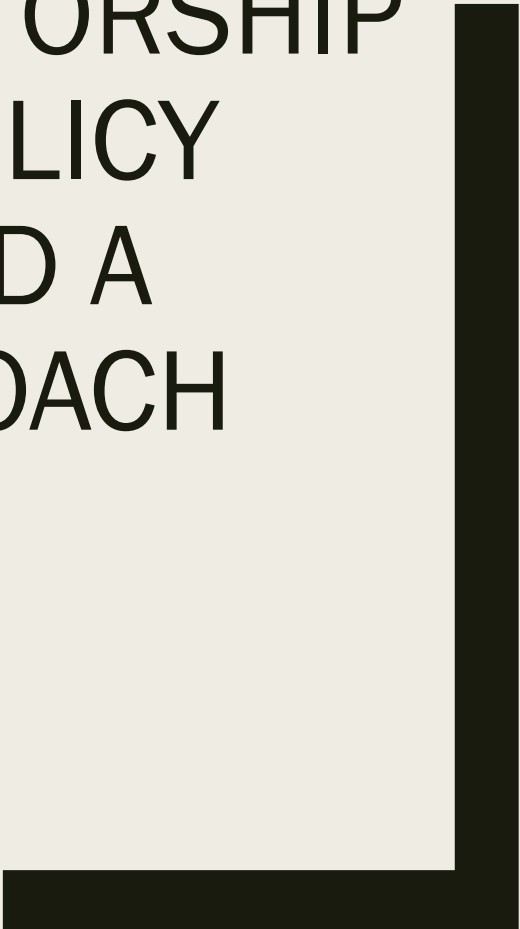




AGRICULTURAL MENTORSHIP FRAMEWORK, POLICY GUIDELINES AND A PRACTICAL APPROACH

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1.PREAMBLE & DEFINITION

What is mentoring? Why does it have to be implemented in this country? Why involve the government in this engagement? Mentoring is a process of forming a relationship between a more experienced, seasoned and wiser person (**MENTOR**) and a less experienced person (**MENTEE**), where the **MENTOR** assists the **MENTEE** (who is not the **MENTOR**'s direct report to achieve a specific goal or develop a specific capacity).

2. FARMERS MENTORSHIP: FRAMEWORK & POLICY GUIDELINES

- Mentoring is one mechanism that can bridge the gap between formal and informal economy and current dualism in Agriculture within this country.
- Integrating new entrants into commercial farming community.
- Narrowing the skills gap in farming, notably business skills of **MENTEE.**
- Complementing farmer's mentoring with organisation and management development.

2. FARMERS MENTORSHIP: FRAMEWORK & POLICY GUIDELINES

- Provide clarity on the government intentions and reasoning behind.
- Establish general standards that good practice in mentoring is applied.
- Outline and explain in the proper means of rapid and implementation of mentoring.
- Explain how the mentoring and reporting impact will be carried out by both parties.
- Transfer about 30% commercial Agriculture land in 15 years time to capable black commercial farmers through the process of Willing Buyer/Willing Seller's approach.
- Expand opportunities for rural people in terms of job creation, skills development and poverty alleviation within the Agricultural sector of this country.

3. DUTIES, FUNCTIONS & ROLES OF A MENTEE IN THE PROGRAMME

- **MENTEE** is not a neutral factor in the mentoring process & has to play an active role and constructive part as an individual.
- **MENTEE** should be able to achieve goals through his own efforts and decisions after proper mentoring process has been undertaken.
- **MENTEE** commences operations, owning or leasing the property for some time.
- Situation of the **MENTEE** needs to be properly analysed by both **DEPARTMENT's** officials **DRDLR & DAFF** respectively in this regard.

3. DUTIES, FUNCTIONS & ROLES OF A MENTEE IN THE PROGRAMME

- Making realistic assessment, viability of the enterprise as determined by business factors.
- **MENTEE** potential ownership and management system to respond to changes & improvement of the area of operation in this instance.
- After a **MENTOR** has been appointed, a simple **CONTRACT** should be drawn up.
- Identify obligations and responsibilities of the relevant parties to embrace “**CODE OF CONDUCT**” in the **CONTRACT**.

4. DUTIES, FUNCTIONS & ROLES OF A MENTOR IN THE PROGRAMME

- Carry out regular short visits to the **MENTEE** based on agreed programme.
- Consistency and reliability of visits, develop a climate of respect and trust.
- Provide support and value adding service, not management of the **MENTEE's** farm.
- Carry out own farm activities and provide demonstrations from their own farm.
- Assist in building the management capacity and technical skills: (**PRODUCTION, MARKETING & EQUIPMENTS**) of the **MENTEE**.

4. DUTIES, FUNCTIONS & ROLES OF A MENTOR IN THE PROGRAMME

- Give day to day guidance in management and decision making process.
- Identify areas of training need and links with training agencies involved.
- Build capacity of the **MENTEE** to value use of goals and targets, use records in planning, assessing progress, financial control and reporting systems.
- **MENTOR** is required to submit a short and yet simple, but informative reports of the daily activities along with key observations in the farm of the **MENTEE**.

5. CONCLUSION & WAYFORWARD

- Whilst the above **FRAMEWORK, GUIDELINES & POLICY** are evidence at what transpired in **MAKATLENI TRUST** farm project over the last eight years or so. However, we know how these skills are applied in practical situations. Moreover, in most circumstances is what counts in the relationship between a **MENTOR** and **MENTEE**. Indeed, we've attempted to superimpose the decisions one makes about **MENTORSHIP**, then we ask ourselves and you the following:

5. CONCLUSION & WAYFORWARD

- What are your goals and objectives in implementing **MENTORSHIP PROGRAMMES**?
- What is important to you in developing that specific skill?
- What will create the best possible outcome for you in this relationship thus far?

5. CONCLUSION & WAYFORWARD

- In wrapping up this short submission report, commissioned by the respectable **C.E.O.** of **SUBTROP MR. DEREK DONKIN**. However, as **MAKATLENI TRUST** farm project we've attempted to encapsulate what **MENTORSHIP FRAMEWORK, GUIDELINES & POLICY** is in a nutshell. Further from the truth, the **TASK TEAM** is available to expand this document in a more detailed approach in future.

6. ACKNOWLEDGEMENTS

- Lastly, I'll like to thank SUBTROP CHAIRMAN: MR.KOSI ELOFF for having chosen our project as the most promising in terms of formulating a FRAMEWORK, GUIDELINES & POLICY for both MENTEES & MENTORS within the Agricultural sector of this country. Over and above, the following people and organisations are also acknowledged for their valuable inputs like:

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THANK YOU