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Frequently Asked Questions

What will being a mentor do for me?

Mentoring taps into the human instinct to share knowledge – it makes us feel good to help others grow. However, the main benefit is the learning that you acquire as a mentor, from being challenged by the mentee and from seeing the world from their perspective. Being a mentor allows you to practice in safety developmental approaches you can transfer to how you work with your own team.

When do you need a mentor?

Mentors are most helpful when you have a significant transition to make in your work, career or life. It's common for people to have a series of mentors over their careers – most successful leaders still have at least one mentor.

What will having a mentor do for me?

Mentors use their experience and wisdom to help you grow your own. They open up horizons, making you aware of new possibilities. They also help you build your self-confidence and self-insight. And they help you enlarge and make better use of your networks.

Do I have want to takes to be a mentor?

As long as you have experience that you can use to help someone else develop, you can be a mentor to them.

Does a mentor always have to be someone more senior?

No. Much mentoring occurs between peers, who have different experiences to share.

How often should mentors and mentees meet?

Most mentoring pairs meet between once a month and once a quarter. Less frequently than that and there isn't really a relationship. More frequently and there is a danger of getting too involved in the detail of the mentee's work or issues.

How will we know if the mentoring relationship is working?

Some simple tests are:

- Does the mentee feel positively challenged and energized by the mentoring sessions?
- Does the mentee come away with greater clarity about what you want and what you are going to do?
- Does the mentee feel more in charge of their life and career?

What can I expect the mentor to do for me?

The role of the mentor is to help the mentee in thinking about issues which are important to you and come to your own decisions about what you want to do. The mentor is not there to oversee the mentee's career or to be their sponsor.

How do I find a mentor?

To find a mentor is simple. Use the searchable database and put a tick in the mentor box and click search. This will show you all the IAgrE mentors. You can continue to refine this by searching via area, registration etc.

Alternatively, you can contact the IAgrE Office – projects@iagre.org and they will happily find a mentor for you.

Meet some of our Mentors

Peter Leech

Peter has worked for 42 years with John Deere in various roles in the UK and areas. He is an active member of IAgrE for 25 years serving on many different committees and was President from 2010 to 2012. He is an Incorporated Engineer and an Honorary Fellow.

Bob Jones

Bob graduated from Harper Adams in 2000 with a BEng (Hons) in Agricultural Engineering. He worked at Caterpillar Building Constructions Projects in 2001. In 2005, he got the opportunity to move to the US. After 5 years he moved back to the UK and worked for Perkins Engines. I became a Chartered Engineer in 2006 and am currently a mentor to graduates on the Caterpillar graduate scheme

John Gittins

John attended Harper Adams University to study a BEng (Hons) in Agricultural Engineering and then went on to take an MSc in Agricultural Engineering. As Engineering Manager at Turfmech Machinery Ltd/Allett Mowers my interests are based around New Product Introduction processes and Hand-arm vibration. I became a Chartered Engineer in 2014 and am an active committee member of the Wrekin Branch.

Geoff Freedman

Over the last 30 years Geoff has provided, via the Forestry Commission, a consultancy service to private forestry, local authorities and major land owners – indeed anyone who owns rural bridges. He is a Chartered Environmentalist. More information on Geoff can be found at:

www.geofffreeman.co.uk

Matt Ingram

Matt is an ex Harper Adams Ag Eng graduate, who began his professional career in the process engineering side of the land remediation industry. 5 years later he moved to Malawi to head up the engineering of a Tea plantation. He moved back to the UK in early 2015, to set up a small fabrication workshop. Recently he began working in water and wastewater treatment, heading up a new diversification of an existing company to specialize in water filtration and treatment.

Nick Handy

Nick is a Chartered Engineer who has been a member since his student days at Lackham College. Nick began his career as an apprentice Agricultural Engineer studying for his City & Guilds and then returned for full-time study to complete his ND and HND in Agricultural Engineering. Nick began working as a design engineer specialising in stress analysis of subframes for trucks to facilitate the mounting of hydraulic cranes. During this, he was sponsored for part-time study at UWE Bristol where he gained a first class Mechanical Engineering degree. For the last 11 years, he has worked at the UK headquarters of one of Europe's largest truck manufacturers.

Dick Godwin

Dick holds Emeritus, Honorary and Visiting Professorships from Cranfield University, Czech University of Life Sciences and Harper Adams and Honorary Doctorates from the Slovak University of Agriculture and Harper Adams. In this capacity he supervises research programmes and provides academic leadership. This follows a career as a researcher/teacher/trainer in the field of agricultural engineering, soil management and precision agriculture. His contributions have resulted in an improved fundamental understanding of soil.

Success Stories

If you have a mentoring success story you would like to share, please contact [Sally](#) who will be happy to add to this section.