

SIA “Latvijas Lauku konsultāciju un izglītības centrs” (LLKC) – Latvian Rural Advisory and Training Centre Ltd

www.llkc.lv

Main responsibilities in BUSINESS SUPPORT project – to create Business Mentor Network (cross border mentor network in agriculture and non-agriculture sectors).

What is mentor, mentoring

Mentor - an experienced entrepreneur or manager who has accumulated knowledge in entrepreneurship, who, without consideration and willingly, devotes his time, experience and suggestions to help the new entrepreneur orient in business environment and develop his or her business, helping to achieve his goals. The mentor listens, asks questions, challenges the mentee's goals, studies, gives advises, shares his experience and contacts.

A mentor's role is not to advise but rather to give a different way of thinking.

Mentee - entrepreneur or person who plans to be an entrepreneur, who, with the support of the mentor, wants to start or develop his or her company by defining in advance the support needed for the collaboration. The mentee must be active and interested in the mentoring program.

Mentor qualities and skills	Experience and skills of the mentee
<ul style="list-style-type: none"> • openness • the desire to provide the necessary support • willingness to share experience • readiness to devote his time • responsiveness • positive attitude towards the successor • ability to listen • patience • feeling happy to succeed • ability to analyze the situation of another entrepreneur • susceptibility • self-confidence • be able to ask for responsibility for what the learner has promised to accomplish • transparency • be able to keep secrets • very good communication skills • ability to understand the psychological aspects of human behavior 	<ul style="list-style-type: none"> • be opened • be honest • have to listen to the mentor • know what exactly he wants to find out • make appointments so that they do not waste time • have a desire to learn • do not be afraid to make mistakes

Mentor or coach – differences

- Mentor does not make decisions;
- Does not impose targets on mentee's site;
- Mentor is interlocutor;
- Helps to make contacts;
- Mentor listens and inspires;
- Mentor shares their personal experience with mentee;
- Mentor's support is free of charge.

Project activities

Organise trainings for consultants about mentoring, how to create mentors network. 21 consultants trained in year 2017.

Organise trainings for entrepreneurs, consultants about mentoring (communication) and how to be a mentor. After trainings persons who are ready to be in Mentor Network signed agreement and are included in Network.

Information about Business Mentor Network: <http://new.llkc.lv/lv/nozares/projekti-latvijas-lietuvu-programma-business-support/biznesa-mentoru-tikls>