

Colleague guidance for farmers advisors

Uppsala 27.04.16 Kjersti Berge



**Norsk
Landbruksrådgiving**

Competence for the future

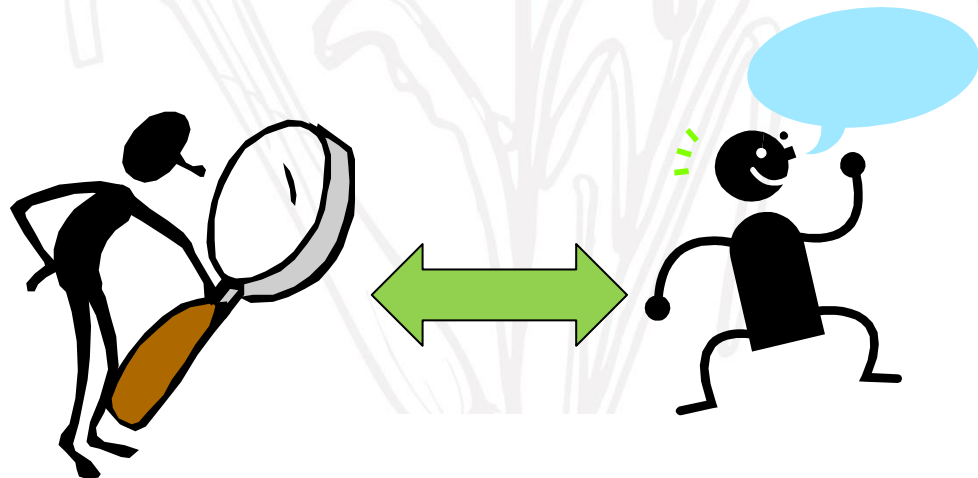
What is colleague guidance?

Colleagues helping each other to develop and perform better in their jobs by working together two and two in a planned way.

The method is mainly observing and giving feedback.

Focus is set on each advisors potential and wishes

Profession (agricultural subjects) and performing (communication)



Advisors often work on their own...



What is good advice?

«My advice has a value when it leads to a positive change for the farmer.»



How do we work?

Two equal colleagues or one experienced and one less experienced

Planning: What exactly do we focus on?

Practise: Advising in different settings (1-1, groups, process, specific)

Observing

Feedback: The observer describes what happened from his/her point of view

What was working well?

Dialog about the case and possible improvements



How we organize it in Norsk Landbruksrådgiving

Advisors contact the secretary kjersti.berge@nlr.no to sign up. They can sign up as single advisors and get help to find a suitable colleague, or they can sign up as a colleague couple.

Get ready meeting : Theory and practice in feedback (practice requires physical meeting)
Planning of practice days

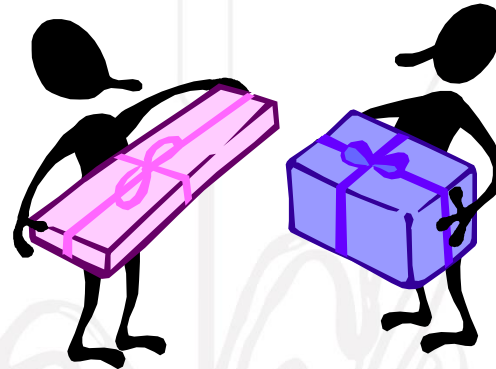
Practise: Colleague A observes and gives feedback to colleague B for 2 workdays.
Colleague B observes and gives feedback to colleague A for 2 workdays.

End meeting with exchange of experiences and evaluation about half a year after get ready meeting.

Feedback?

Feedback can be considered as a gift...

Given with best wishes!



The person giving it to you wants to give you something that you need, that will be useful or helpful for you.



Critical factor is good quality on the feedback

- Before practising colleague guidance the participants learn about observing, giving and getting feedback on a get ready meeting.

Possibilities in collegual guidance

Know better what you are good at

Be challenged and inspired

Get through with your message

Becoming good at giving and receiving feedback!



Advantages

Focuses on your own situation

Developes your potential

You learn to reflect about your own practise

Education at the same time as you work

