



Aquaculture NZ Mentoring & Coaching Pilot Programme

Presented by Dr Lesley Petersen,
Project Lead

Research & Insights Forum
18 March 2025

Programme Purpose

- Support emerging leaders in the Aquaculture industry through structured mentoring and coaching.
- Response to AQNZ's 2023 Workforce Perception Survey.
- Strengthen leadership capability and retention within AQNZ industries.
- Evaluate effectiveness for broader food & fibre sector application.
- Provide a replicable mentoring and coaching model for future initiatives.





Needs Analysis

- Identified leadership retention as a critical challenge.
- Highlighted demand for structured mentoring and coaching support.
- Determined best combination of mentoring resource(s) and support approaches in the pilot programme.
- Ensured programme design aligns with participant and industry needs.





Participants

- Open to emerging leaders and remote workforce members across AQNZ.
- Selection based on leadership potential and commitment.
- Diverse industry representation to enhance cross-sector learning.

Mentoring Partnership Matching

- Mentees matched with experienced mentors based on professional alignment.
- Formal application process.



Programme Map

- Partnership matches confirmed.
- Meet & Greet event.
- Mentor and mentee training workshops.
- Partnerships meet monthly over the six-month programme period.
- Two community of practice (CoP) meetings for mentors and mentees in their respective groups.
- Two special topic webinars.
- Mid- and end-programme evaluations.



Key Points

- The programme provides structured leadership support.
- Pilot enables ongoing development of final programme model based on participant experiences and feedback.
- Te Reo and culturally-responsive mentoring approaches embedded in the programme.
- Evaluation ensures continuous improvement.

Future considerations:

- Expansion to other food & fibre industries.
- Refinement of model based on pilot outcomes.

