

This program is jointly funded through the Australian Government's Future Drought Fund and the Queensland Government's Drought and Climate Adaptation Program.

Australian Government | Future Drought Fund | CANEGROWERS | Drought and Climate Adaptation Program | Queensland Government

WHY MENTORING MATTERS...

Humans are built for connection. We thrive on it, and our industry is built on great networks, that drive the future. Learning to have powerful mentoring connections can take our development to a whole new level. Supercharging, if you will, the trajectory of innovation and change within our industry.

WHAT IS THE NEXT RATOON PROGRAM?

NEXT RATOON is CANEGROWERS' Mentoring Program.

The purpose of this program is to build strong connections to support leadership skills and knowledge that will contribute to leading a strong, profitable and innovative sugarcane industry.

It has been designed to help participants unlock a world of opportunities within our industry and is a unique chance to explore new ideas, new thinking, and build new connections with industry experts.

As a participant of NEXT RATOON you will:

CULTIVATE connections,

INNOVATE ideas, and

ACTIVATE conversations.

NEXT RATOON is an investment into the capability of our young growers and future leaders across CANEGROWERS. We want to support the collective power and wisdom of those that have experience to share with our upcoming leaders so NEXT RATOON will provide a platform for collaboration and help to upskill both the mentee and the mentor.

Training the mentors in NEXT RATOON to be masters in key conversations, guiding behaviour and facilitating mentees, seems like an entirely excellent way to turn up for tomorrow.

WHAT IS MENTORING?

It's more than regular catch-ups over a coffee that's for sure. It's actually a master skill and art form all rolled into one. It's learning how to show up, how to question, how to give and receive honest feedback, how to create and envisage a plan for the future and break it down into meaningful and manageable steps.

WHAT WILL I LEARN ON HOW TO BE A GREAT MENTOR?

If you engage in the NEXT RATOON mentoring program as a mentor, you'll be trained to play a pivotal role in transforming the thinking of the people you coach. This program is aimed at incorporating psychological theory and practice to provide you with skills, tools, tips and strategies for making the process of mentoring easier.

You will be involved in a two-day program alongside the NEXT RATOON mentees in February 2027. Then you will be provided with monthly videos and tools to keep your mentoring sessions on track. Additional support and accountability is also provided on a monthly basis.

HOW DO I BECOME A MENTOR?

If you are interested in being a mentor for NEXT RATOON, connect with CANEGROWERS by 14 December 2026.

We are seeking mentors who are interested in playing a pivotal role in the NEXT RATOON program:

1. Experience that is relatable to agriculture

Broad experience preferably with agricultural leadership in areas such as production, marketing or business management.

2. An enthusiasm to share and learn

Open to learning new skills and applying the program material in their interaction with their mentee to create a positive learning experience.

3. Encourage diversity of opinions

Open to different perspectives and have a willingness to listen to mentees' ideas and perspective.

4. Invested in success

Committed to allocating the time needed to help mentees succeed.

Answer the following:

1. Introduction: your name, profession, industry you work in and location

2. Mentor:

- what do you offer as a mentor?

- why do you want to be a mentor?

Submit your answers at nextratoon.com.au or email nextratoon@canegrowers.com.au no later than 14 December 2026.

You will then be added to our pool of mentors. Mentors who are matched with our mentees will be contacted in December 2026 and be invited to the two-day launch experience in February 2027.

WHAT'S THE COMMITMENT?

NEXT RATOON has a time commitment of approximately 4 hours per month and includes:

- Attending the NEXT RATOON event in Brisbane on 24 & 25 February 2027.
- Monthly mentoring session with your mentee of at least 1 hour per month (either face-to-face or virtual catch-up) for six months.
- Accessing online learning modules between the months of February and August 2027. This is content to help you with your mentoring role.
- A monthly virtual check-in session with the Pragmatic Thinking team.
- Attendance at the NEXT RATOON wrap-up event on 6 August 2027 in Brisbane.

The learning modules will be made available to you online so you can engage with the learning in your own time.

In terms of the mentoring commitment to your mentee; when you connect and how you catch-up for mentoring will be determined by what works best for both of you.

WHAT CAN I EXPECT FROM ENGAGING IN THE MENTORING LEARNING EXPERIENCE?

You will receive materials at the start of every month between March – August. You will also be able to connect with the team at Pragmatic Thinking for any trouble-shooting. You can expect the following experience from the NEXT RATOON program:

- A highly engaged and purposeful mentoring relationship.
- The development of a solid set of skills to assist you with mentoring conversations in your own leadership practice or workplace.
- Progress on goals and markers set by mentee for their own leadership development and industry input.

WHAT RESOURCES WILL I NEED TO ENGAGE IN THE ONLINE LEARNING?

You will require internet access as the course will be delivered via email and can be accessed through mobile devices or desktop. Any learning resources or worksheets provided, can be either printed or filled in electronically.

WHAT'S IN IT FOR ME?

- Exceptional fully funded professional development.
- The chance to learn a skill that is becoming increasingly valued in the modern workforce.
- Sector networking and exposure to solution thinkers.
- The chance to give back to upcoming, and highly motivated sector leaders.

WHO IS RUNNING THIS PROGRAM?

NEXT RATOON is facilitated by Pragmatic Thinking, a highly regarded and sought-after behavioural and motivational strategy company. Pragmatic Thinking have run this program extensively in other industries with great success.

If you wish to know more about Pragmatic Thinking, visit their website pragmaticthinking.com

HOW MUCH WILL IT COST?

All course costs associated with this program are entirely subsidised by CANEGROWERS and project funding.

CANEGROWERS will cover the costs associated with travel and accommodation (if required) to attend the sessions in Brisbane in February and August.

WHO DO I CONTACT IF I HAVE MORE QUESTIONS?

Please contact CANEGROWERS on (07) 3864 6444 or
email nextratoon@canegrowers.com.au
Find out more at nextratoon.com.au

NEXT RATOON

CANEGROWERS MENTORING PROGRAM 2027