

Case Study Documents

What is it?

A set of detailed case studies depicting common mentoring scenarios and challenges.

Content:

Case Study 1: Mentoring Sustainable Business Practices

Scenario: You are mentoring a junior manager in a company that is transitioning towards more sustainable business practices. The mentee is responsible for leading a small team to implement a new recycling program within the office. The mentee feels overwhelmed by the resistance from some team members and is unsure how to motivate them and track the program's success.

Key Issues to Address:

1. Resistance to Change: How to handle team members who are resistant to new sustainable practices.
2. Motivation: Strategies to motivate and engage the team in sustainability initiatives.
3. Tracking Success: Methods for measuring and reporting the success of the recycling program.

Discussion Points:

1. Discuss effective communication techniques to address resistance.
2. Explore ways to motivate team members through incentives and education about the benefits of recycling.
3. Identify key performance indicators (KPIs) for tracking the program's success and how to report these metrics effectively.

Case Study 2: Mentoring for Sustainable Agriculture

Scenario: You are mentoring a young farmer who is transitioning from conventional farming methods to sustainable agriculture practices. The mentee is concerned about the initial costs, potential yield loss during the transition period, and the lack of support from neighbouring farmers who are skeptical about sustainable practices.

Key Issues to Address:

1. Cost Management: Strategies for managing the initial costs of transitioning to sustainable practices.
2. Yield Management: Techniques to minimize yield loss during the transition.
3. Community Support: Ways to gain support and collaboration from other farmers in the community.

Discussion Points:

1. Discuss financial planning and potential funding sources for sustainable agriculture.
2. Explore sustainable farming techniques that can minimize yield loss.
3. Develop a plan to engage and educate neighbouring farmers about the benefits of sustainable agriculture to build community support.

Case Study 3: Mentoring for Environmental Awareness Campaign

Scenario: You are mentoring a young person who is enthusiastic about organizing an environmental awareness campaign or activity at school or with friends. The mentee is eager but unsure about how to effectively plan and execute the initiative.

Key Issues to Address:

1. Goal Setting: Help the mentee define clear, achievable, and measurable goals for the environmental awareness campaign/activity.
2. Motivating Peers: Strategies to engage and motivate peers or classmates to participate actively in the campaign.
3. Educational Content: Ensuring the campaign/activity effectively communicates key environmental issues and encourages sustainable behaviors.

Discussion Points:

1. Help the mentee articulate goals such as raising awareness levels, influencing behaviors, or achieving specific environmental outcomes.
2. Discuss strategies such as creating compelling messaging, organizing interactive activities, or leveraging social media to reach a wider audience.
3. Identify ways to ensure the campaign/activity aligns with environmental values and promotes sustainable practices.

Usage:

1. Group analysis during the case study analysis activity.
2. Tool for understanding real-world applications of mentoring strategies.