

ALUMNI MENTOR MENTEE INTERACTION BY MR K.RAJASHEKAR GARU in L408 MBA CASE STUDY LAB

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The Concept of Mentoring -Career Coach

Mentoring is a Corporate Educational Model based on the principle of a more experienced person called Mentor guiding a person, often called a Protégé, Buddy or Mentee. Mentors may also provide spiritual, emotional or financial counselling.



'Mentoring' signifies a relationship in which a **'Mentee'** learns from the rich experiences of his/her **'Mentor'**. The Mentor will help the 'Mentee' manage the potential learning and its importance for sculpting their Career either in Entrepreneurship or Employment, the way of handling the complexities of business and life, both personal and professional. The relationship thus formed is extremely enriching and rewarding.

A Mentor (an Alumni) is usually a person with a reasonably long experience and maturity holding a responsible position, but not necessarily a Senior Management position. Mentorship refers to a developmental as well as knowledge prospering relationship between a more experienced Mentor and a Student or a less experienced junior referred to as a mentee or protégé.

Mentors inspire their mentees to follow and pursue their dreams. Mentoring is used to groom the Up-coming Students or deemed to have the potential to move up into shaping up their Career

in a prosperous direction. Here the Student is paired with a senior level leader (or leaders) for a series of career-coaching interactions.



Mentorship – Guidelines

The concept of Mentorship provides for a 'Support System' within an Academic Institution or the Organizational set-up of a Company. Although the relationship starts as an Organizational concept it soon evolves into something deeper and meaningful to both the Mentor as well as the Mentee. **It also smoothen the transition from academics to professional life.**



Mentor has the knowledge and experience that the Mentee can draw upon and get practical as well as objective guidance in helping the Mentee become the person he/she wants to be in the Organization/ Career, by carving out a bright Career.

What is expected out of a Mentor?

- Volunteer and come forward to Mentee's development in the Institution.
- Keep-up your given time of appointment to the Mentee.
- Spare quality time and thought to the Mentee in the fulfilment of a meaningful mentoring.
- Adhere to conviction in the 'Mentoring Process' immaterial of your hectic work pressures.
- **Duration of the Session:** It could be 10 minutes, 30 minutes or 1 hour depending upon convenience in person, or phone through whatsapp, etc.



What is expected out of a Mentee?

- You are expected to take the initiative to meet your Mentor at regular intervals and get the most out of each meeting. To be an effective partner in the process you require preparing and doing the appropriate 'homework' for the meetings with your mentor.
- You should be flexible, be open to your Mentor's inputs and explore new options.
- You should be open to 'receiving feedback' and look at the situation from the Mentor's perspective to gain an objective viewpoint.
- You require to open- up and discuss your needs and objectives with your Mentor so as to benefit from his/her guidance.

