
Mango Mentors

**A mentorship program designed to
empower technology graduates for
success in their first roles**

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Program Overview

The program is catered to juniors, seniors and recent graduates who are looking to gain an advantage by learning from experienced professionals who have “been there and done that.” and are willing to share their life experiences.

Through mentorship, mentees will engage in the program to expand on their current skill set, knowledge, and educational background. By engaging with seasoned professionals mentees can gain insight into the secrets of success in their first role.

For the Mentor

The technology domain is changing at a rapid pace and technology oriented graduates may not be stepping into their first role with confidence on how to be successful in a corporate environment. As seasoned technology executives, we have a wealth of insight gained over the years. By sharing key insights and knowledge with students approaching graduation, they will be better prepared in achieving success in their first job.

Those of us who enjoy giving back will reap the reward of seeing these students grow and achieve higher levels of success as a result of our guidance and mentorship.

The greatest gift is the gift of knowledge. Join us in sharing our wealth of experience with the technologists and business leaders of the future. Let's make a difference together, by paying it forward.

For the Mentee

One of the most challenging aspects of being a recent graduate is finding and stepping into your first role. Graduates often feel underprepared for the working industry and doubt their own ability to perform well. With lack of experience and knowledge, this becomes an incredibly difficult task.

As a mentee, you have the opportunity to learn from seasoned leaders who have years of industry experience, knowledge, and key insights on how to become successful in securing your first role.

By being paired with a seasoned technology executive, students will not only be better equipped to navigate through the industry, but gain the confidence, and skills to perform well in their first role.

Program Outline

The mentees will have the opportunity to ask and engage with a seasoned leader on a **quarterly basis** about topics that are not always present in academic settings. These shared anecdotes of practical applications will benefit them as they engage with the leaders in their new employment.

Mentees will engage in conversations with mentors about:

- Working in corporate settings
- Understanding company politics
- Learning about management structure
- Business etiquette and quality of work
- Growing your professional network
- Setting expectations and defining career goals
- Asking difficult questions
- Developing technical skills
- Exploring opportunities and career paths
- Improving resumes and cover letters
- Preparing for interviews and engaging in mock interviews

The above are examples of topics that a mentee might discuss with their mentor to gain further insight. However, it should be noted that a mentor and mentee should not feel limited in regards to subjects to be discussed during the mentorship.

Benefits of Mentorship

There are numerous benefits to joining a mentorship. Whether it is to learn about the job market or expand on existing skill sets, mentorships promote growth for both the mentee and mentors involved.

Benefits for the Mentor

- Increased self confidence
- Developing stronger communication skills
- Developing stronger leadership skills
- Growing a personal network
- Being exposed to new and different perspectives
- Learning to support another person
- Becoming better at giving feedback

Benefits for the Mentee

- Learning from other's experiences
- Being advocated and supported
- Learning to ask difficult questions
- Improve goal setting
- Increased self awareness
- Developing better problem solving skills

Mentorship Pairing

Through the mentorship program, a mentee will be paired with a mentor that is chosen specifically based on the mentee's goals, industry interests, major, and needs.

To be paired with a mentor, you will need to complete a form on what you are looking to gain from the mentorship, time/availability, and type of mentor whether it be a recent graduate or a seasoned professional.

Mentorship Time Commitment

We ask mentors to commit to a **30 minute session for four quarters (one session per quarter)**.

Mentors are welcome to extend the time based on their time and availability or desire to provide additional support.

Requirements of Mentees

By becoming a mentee, here are a series of expectations but are not limited to:

- Being open/receptive to feedback and individual growth.
- Set realistic expectations of myself and my mentor.
- Involve my mentor in my life and goals as a soon to be graduate
- Being able to communicate fears, hopes, and successes with my mentor.
- Maintain confidentiality when asked to with my mentor and program administrators.
- Being respectful and aware of the differences between myself and my mentor.
- Take initiative to learn about my mentor and their background.

Additionally by taking on the role of a mentee, you will also be responsible for the following:

- Attending all scheduled meetings with my mentor.
- Notify program administrators if I feel uncomfortable with any aspect of the program or mentor at **any time or for any reason**.
- Responding when my mentor reaches out to me or initiates contact.
- Developing a plan concerning my goals both professionally and personally.

Mentee Do's and Don'ts

It is important during the mentoring relationship that a **mentee** is aware of the following in order to maintain a positive relationship when engaging with their mentor:

Do's

1. Set aside time to prepare and send a set of questions, topics, and goals you would like to discuss with your mentor 3 days in advance.
2. Be proactive in engaging with your mentor.
3. Respond in a timely manner to your mentors emails, and feedback within 1-2 days.
4. Being open about any challenges you are currently facing. This includes your strengths and weaknesses.

Don'ts

1. Expect your mentor to know everything and have all the right answers.
2. Blame your mentor if their advice did not work out.
3. Set commitments or obligations that you cannot fulfill.
4. Cancel scheduled meetings with your mentor at the last minute.

Requirements of Mentors

By becoming a mentor, here are a series of expectations but are not limited to:

- Being available to my mentee when needed.
- Foster a relationship with my mentee that offers counsel and guidance.
- Share ideas and knowledge openly.
- Provide honest feedback to my mentees.
- Challenge in a way that helps my mentee grow and develop.
- Offer encouragement and opportunities to build a mentee's self confidence.

- Maintain confidentiality when requested of the mentee.
- Identify resources my mentee can consult to learn more about.
- Clarify mentees professional, educational, and life goals.
- Being aware and respectful of any difference between my mentee and I.

Additionally by taking on the role of a mentor, you will also be responsible for the following:

- Attending all scheduled meetings with my mentee.
- Notify program administrators if I feel uncomfortable with any aspect of the program, or about the physical or mental health of my mentee at **any time or reason**.
- Responding when my mentee reaches out to me or initiates contact.
- Developing a mentoring action plan to help guide my mentee through their goals.

Mentor Do's and Don'ts

It is important during the mentoring relationship that a **mentor** is aware of the following in order to maintain a positive relationship when engaging with their mentee:

Do's

1. Commit to a minimum of one 30 minute meeting. It can be extended if you and the mentee agree to do so.
2. Set aside time to schedule and attend meetings with your mentee.
3. Responding to emails from your mentee within 1-2 days.
4. Provide honest feedback that fosters growth, creativity, and self confidence in a timely manner.
5. Establish open communication with your mentee and provide opportunities for your mentee to ask questions or talk about concerns.
6. Keep all information that your mentee has shared with you confidential through the course of the program (including the end).

Don'ts

1. Criticize and judge your mentee. We are fostering an environment that creates growth and creativity, which involves not devaluing or invalidating their challenges and struggles.
2. To encourage the mentee to be completely dependent on you.

3. Being too busy to provide support or friendship for your mentee. If you are busy, please email them beforehand so they know when to reach you.
4. Worrying about not being able to help your mentee or provide them with the right answers. Mentors are meant to listen and provide honest feedback or advice.

Question and Concerns

Below are a set of questions that may arise during the duration of the mentorship. If any of the questions are not answered or available, please contact a program administrator.

How are we assigned mentors? Do we get to choose?

Mentors are assigned based on the mentee completing several forms to define their needs, goals, interests, and what they are looking for out of the mentorship. As the program expands and grows, we will then develop a list of mentors to choose from that they believe suits their needs and choose accordingly based on their responses.

What resources will be available throughout the program?

Mentors and mentees will be provided with a series of worksheets, and logs to help guide them through the mentorship process. This will help facilitate engagement between the mentor and mentee.

What if the mentoring relationship is not going well?

We strongly encourage the mentee or mentor to contact a program administrator to be notified of the situation. We will provide support to ensure the situation is resolved.

How long will the mentoring relationship take? What is my commitment time?

As a mentor you are obligated to have at least a **one time 30 minute meeting** per **quarter**. This also means you will meet once per semester (for the mentees).

How long will the mentorship program last?

The mentorship program will last up to a year for both the mentors and mentees. However, that does not mean you will have zero access to your mentors or mentees anymore.