

Summer 2013

Mentor@Intern

Alumni Student Mentorship Program

STUDENT ALUMNI RELATIONS CELL, IIT BOMBAY



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Introduction

“Mentoring is a brain to pick, an ear to listen and a push in the right direction”

- John C. Crosby

Alumni Student Mentorship Program (ASMP) was launched in January 2010 as an in-semester program to mend the link between students and alumni. With the aim of helping students who go on summer internships, Student Alumni Relations Cell (SARC) has launched the Mentor@Intern Program in April 2013. An effort will be made to connect the students going for summer internship in a city, to the alumni based in that city. The purpose of this initiative is to assist the students in getting settled with the alumnus acting as a mentor.

The Mentor@Intern initiative emphasizes on:

- Providing students a platform for one to one interaction with their esteemed alumni in the closest city*
- Creating a valuable support system for students in the form of Alumni acting as mentors.*
- Rendering students with career guidance.*
- Tailoring them for their future endeavors.*
- Catering to the betterment of alumni-student relationships by engaging them in fruitful conversations.*

The First Conversation

The purpose of this initiative is to assist the students in getting settled with the alumnus acting as a mentor. The purpose of the introductory conversation is that the mentor and his/her protégé get to know each other on personal and social basis. It helps in building the relationship and once the mentor is comfortable with mentee it also helps further. Typically, first conversation should be of 30 - 45 minutes. It can take place in person, on phone or possibly through e-mail.



These are some of the ideas for the initial conversation:

- 1. Tell the mentee that you are excited about being his/her mentor! Sharing your enthusiasm will help reassure them that you are committed to making the relationship succeed*
- 2. Build rapport with your mentee by asking questions about the mentee's background and experiences. Remember, you have IIT Bombay in common and that is a great place to start!*
- 3. It is important at the beginning of the relationship to talk about expectations and goals for the mentoring experience. Make sure to either start this dialogue in this first conversation or set up another time to do so*
- 4. Ask about interests such as sports, reading, professional and personal affiliations. (Try to find common interests).*

Apart from career related discussion, mentor can have discussions on following topics:

- 1. Discuss your educational background and the role of educational preparation in your field.*
- 2. Share information about a current event or issue in your field.*
- 3. What are some good places to visit in the city?*
- 4. How is the weather generally? And is there any particular thing that will be required during my stay?*
- 5. Share how you have a balanced personal life and career and what to expect.*
- 6. Discuss what you would have done differently at IIT if you had to do it over*

Role of a Mentor

“I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

- Maya Angelou

Mentoring is about one person helping another to pursue a significant achievement. Mentoring is an approach to people development. It introduces an independent and objective source of help outside the line management relationship.

➤ What is an alumni mentor?

A mentor is a wise and trusted counsellor or teacher, who passed through all the ups and downs of IIT life. Students at this point of time are pretty much confused which path to take for their future, which will turn their dream into reality. That's where you come in picture. Since you are an experienced IITian having an exposure to post IIT life, you can share it with the current IIT students and guide them in a proper manner. You know the path and their outcomes, obstacles etc.



An ideal Mentor has many roles:

1. Motivator:

A person who motivates students at times when they need it the most. It's being rightly said that "A lot of people have gone further than they thought they could because someone else thought they could."

2. Guide:

A person who tells the correct path to students in order to achieve their goals.

3. Supporter:

A person who's always beside the student while making the most important decisions of his life.

Apart from these there are some responsibilities of an ideal mentor as well:

- 1. He should dedicate a reasonable amount of time and should be accessible to the mentee.*
 - 2. As students are changing from student to employee he should properly view his resume and study his career plans.*
 - 3. He should be open and honest. You can share bits of information that a normal acquaintance don't know about you. Openness and honesty also help build credibility and trust among the mentor and protégé.*
 - 4. A mentor needs to be positive. If you spend time with your mentee, your positive attitude will surely rub off on the mentee. As it's said "Good thoughts in, good thoughts out."*
- *To be a mentor, you don't need any special skills—just an ability to listen and to offer friendship, guidance, and encouragement to a young person growing up today.*
 - *You'll be amazed by how much you'll get out of the experience. It'll take time to build a relationship, but once build it will be very influential in the students' attitude and behavior.*
 - *A mentor doesn't have answers to all the questions but he can tell him a lot based on his experiences and also can direct him to the right path from where he can get the answer.*

Frequently Asked Questions



1. What is Mentoring?

Mentoring is about supporting people to develop more effectively. It is a relationship based on trust, designed to build confidence and help a mentee to take increasing initiative for career guidance.

2. What is the Mentor@Intern initiative?

Mentor@Intern aims to support students going for internships and to make their stay more productive and easy. It is a relationship based on trust, designed to build confidence and help a mentee adjust to the new environment and also provide tips and information about the job and guidance on professional image.

3. How are mentoring pairs made?

After students register with the program, filling in their details. We provide students a mentor that matches with him/her and his/her geographical location and workplace. The mentor might be of a different department if the student has filled a non-core sector. Else if the student has filled preference as core then accordingly pairs will be made.

4. Can I choose my mentee?

SARC takes care of their interests in all possible manners and hence a fair allotment is done as per our well defined matching criteria.

5. Can I change my mentee?

Since a mentee is allotted to you after well-defined criteria you are not allowed to change your mentee. But you can register again in the next internship to get a new mentee.

6. How long should I expect to remain in this program?

The official time for the program is the duration of the summer internship itself. However this doesn't mean that mentoring relationship is supposed to end. They can continue the relationship on an informal basis.

7. Who is supposed to start the conversation?

After we have introduced a student to his/her mentor on mail, the student is expected to initiate the conversation. The interaction between the mentor-mentee pair is expected to be informal in nature. Be sure to interact with the mentor at a personal level, while mentors are excellent career resources, you can learn a lot from their personal stories as well.

8. How much time a mentor has to devote in this program?

Initial conversations will be through mails and phones only. And it's expected that mentors should meet their mentees at least once during their stay in that particular city. The meeting can be arranged at mutual convenience. For mentees, who could not be allotted a mentor in the same city, they should converse through Skype.

9. What if there is a problem with my mentoring relationship?

If you are experiencing any problems in your relationship or have any questions, please notify the ASMP team so we can help you. We want you to have a satisfying experience, and often we can intervene and work towards possible solutions that will improve the relationship.

Rules and Policies

- 1. The allotment for the “Mentor@Intern” Initiative is done on the discretion of the ASMP team and keeping in mind various factors like geographical proximity, workplace etc. for the duration of the internship. Once done the allotment will be final and the ASMP Team will not entertain requests to change mentors during this duration of the internship.*
- 2. Mentors will be given basic details of the students who have been allotted to him/he. Hence kindly fill all the details with care. Any improper details undermining the credibility of the Programme will result in immediate disqualification.*
- 3. No personal requests/favors will be entertained by ASMP team regarding allotment of any particular mentor to any particular mentee.*
- 4. We expect the Mentee to initiate the interaction, and subsequently remain in contact through any means of communication. At the end of the internship, it is imperative that students and mentors provide feedback when contacted for the same. If an alumnus complains about lack of response the student will be warned and subsequently deregistered.*
- 5. The Mentor should not be asked for any kind of personal benefits like interns/placements for a later period. In case of such an incident, we request the mentor to communicate the same to us.*

Team Contact Details

The following is the team for Alumni Student Mentorship Program 2013-2014. Please feel free to contact us regarding any query, complaint or suggestion whatsoever, your response is important to us.

<i>Name</i>	<i>Email Id</i>	<i>Contact Number</i>
<i>Tuhina Ghanty</i>	<i>tuhina.26oct@gmail.com</i>	<i>(001) 765 426 0575</i>
<i>Rohit Wakode</i>	<i>rohitnwakode@gmail.com</i>	<i>(006) 146 960 4392</i>
<i>Aman Chaudhary</i>	<i>amanchaudhary257@gmail.com</i>	<i>9769501715</i>
<i>Nawroz Minsaria</i>	<i>nawroz.minsaria@gmail.com</i>	<i>9920987997</i>

You can also contact us at sarc@iitb.ac.in

Or visit: <http://www.asmp.sarc-iitb.org/site/contact.php>

Thank You!