



Dear Students,

This month's topic is **'Mentorship'**.

Mentorship is a professional relationship between two people - a 'mentor' and a 'mentee.' The mentor provides guidance to the mentee to support their professional development and growth.

Why?

A mentor can provide career advice and be a role model. Mentorship offers you access to learn from someone whose life and/or work you admire.

How?

There are many ways to find a mentor, including through FFE's Mentorship program.

Read this e-newsletter to learn about:

- the benefits of mentorship;
- how to find a mentor;
- your responsibilities in a mentoring relationship; and
- FFE's mentorship program for our scholars.

"The mentorship program has helped me a lot, from improving my communication skills to helping me get a job. My mentor was always ready to give me his valuable suggestions no matter when I called him. We had regular sessions to help me with my placements. He even brought in his friend to one of the sessions to clarify my doubts about career goals."

-FFE Scholar and Mentorship Program Participant

Benefits of Mentorship

Each mentoring relationship is different, with varying goals and outcomes. Some of the ways mentorship can benefit mentees are:

1. Building career readiness
2. Shaping goals and vision
3. Connecting to a professional community
4. Developing specific skills like decision-making, critical thinking and/or technical skills
5. Increasing general well-being, emotional maturity and confidence
6. Getting perspective on life and career choices
7. Gaining insight into company or corporate culture
8. Improving communication skills
9. Learning the language and lingo of your field
10. Providing access to new resources

Finding a Mentor

A mentor is generally someone senior to you that has a useful career perspective to offer to you. Examples of mentors include:

- seniors or alumni from your college;
- a professor in your department;
- a supervisor or colleagues from an internship;
- a mentor from a formal program at your college or through FFE; and/or
- someone whose work you admire.

Step One: Think about your goals . What you are looking for in a mentor? How could a mentor best help you? Ask yourself questions like:

- Do you want insight into a company that you want to work for?
- Are you interested in research opportunities in a particular field?
- Do you need help with resume writing or interviewing?
- Do you want someone who will share articles and resources about topics of mutual interest?
- Are you looking for someone to offer moral support and help build your self-confidence?

Step Two: Look at your network. Make a list of people you know - or would like to know - who might be a good fit for a mentoring relationship.

- Consider people affiliated with your college - professors, alumni, students with more experience than you.
- Use LinkedIn to see if you have any connections with potential mentors. If not, start building up your LinkedIn relationships.
- Think of people you have worked with professionally as an intern or for a project. It could be a supervisor or someone else at the organization whose work or career path interests you.
- Go to conferences, training programs or other networking events. Introduce yourself to new contacts.

Step Three: Ask. Reach out to someone you've identified as a potential mentor.

- Formally ask someone you know to serve as your mentor. Be prepared to tell them why you want a mentor. Set your expectations clearly from the beginning, in terms

of time and commitment.

- If it's someone you don't know well, ask for an informational interview. Be prepared with questions about their career. If the meeting goes well, discuss the possibility of a mentoring relationship.

You can have more than one mentor, and are likely to benefit from multiple mentors throughout your career. Each mentor will have a different perspective to offer on your career and varying advice to offer based on his/her own experiences. For more information, watch this [TED talk on How to Get a Mentor](#).

"The overall mentorship program is well conceived and implemented. It is a great initiative from FFE to help bright young talent flourish in the corporate environment."

-Mentor for the FFE Mentorship Program

How to Be a Good Mentee

Mentoring relationships vary a lot in terms of time, level of commitment and mode of communication. They can be formal or informal, short-term or long-term. Mentors and mentees can meet in person, talk on Skype or communicate by phone or email. All mentoring relationships should have clear career-related goals and a commitment to offer guidance.

As a mentee, these are some good rules to follow to respect the time and effort of your mentor.

1. Take your obligation seriously. Be on time for meetings. Don't cancel last minute.
2. Discuss your goals with your mentor. Be clear about your expectations.
3. Be ready with a list of written questions for each meeting. Prepare discussion points.
4. Listen well and share your own ideas. Mentorship should be an interactive conversation.
5. Follow through on suggestions from your mentor.
6. Express appreciation. Share updates with your mentor about how his/her mentorship is helping you.

You Can Be a Mentor Too

You can be involved in mentorship not only as a mentee, but as a mentor as well!

As successful engineering and medical students, you have a valuable perspective to offer to your juniors. There are people who admire your success and educational path.

Some benefits of serving as a mentor are:

- Developing leadership skills;
- Being a role model for others;
- Reinforcing your own knowledge and understanding of your field;
- Reflecting upon your own choices in response to questions from your mentee;
- Building interpersonal communication skills;
- Challenging your own perspective and learning from your mentee; and
- Meeting new people and building a network.

Possible outlets for serving as a mentor:

- Someone from your home city or village who needs advice on college;
- A junior student in your department; and
- A first-year FFE scholar.

"My mentor guides me in all the possible ways. Since my mentor is from my discipline, I was able to share with her the projects I was doing and she gives certain tips that I could incorporate to lead the team. More than technology, she guided me with management skills as I was very much interested in that. I completely benefited because whenever I was in need of encouragement, my mentor was there."

-FFE Scholar and Mentorship Program Participant

Mentorship and FFE

FFE strongly believes in the benefits of mentorship and aims to offer opportunities for mentorship to our scholars.

The goal of the mentorship program is to help FFE scholars to develop the soft skills that are essential to become successful in the workplace. Key focus areas include verbal communication, time management, stress management, self-awareness and career readiness.

Mentors are senior professionals working in our corporate partners like IBM, HP, Cisco, Intel, Bosch, Volvo and Amazon.

There are currently two types of mentorship programs:

1. **Work Based Mentoring.** Work based mentoring has been operational for the last 3 years. FFE, in partnership with Mentor Together, has engaged more than 350 FFE Scholars from Bangalore, Mumbai, Chennai, Pune and New Delhi to provide them with in-person mentors. Mentees visit their mentors at their corporate work place for the mentoring sessions. A comprehensive curriculum is provided to help structure these sessions.
2. **Remote Mentoring -** Remote mentoring is a pilot program. FFE launched the first phase in March 2016 and the second phase in November 2016. In this unique initiative, FFE has expanded the reach of the in-person program to at least 100 more scholars outside of Tier-1 cities. The mentoring sessions take place remotely

over a video call (Skype, WebEx, etc.).

The mentor and mentee meet for a minimum of 4 hours every month (i.e. 32 hours spread across 8-10 months).

Interested? FFE will be launching new batch of mentorship programs in both the formats – work based and remote mentorship in July 2017. We will look at engaging second year students for two years. Interested scholars can connect with FFE mentoring team in June to confirm their interest.

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