



Students Mentoring System: Mentor-Mentee

Mentoring is an admirable corporation between the two people (Mentor and Mentee) based on the commitment towards mentoring process, expectations, focus, mutual trust and respect. It is a constructive relationship based upon the mutual trust and respect. Mentoring also allows the transfer of knowledge and skills from mentor to mentee. However, it requires active sharing and listening from both the sides. Here everyone learns and everyone benefits.

Students Mentoring System (SMS) is a powerful personal development tool for supporting students to improve their learning in terms of the life skills, such as leadership skills, adaptability, critical thinking and creativity. The system motivates them towards their academic performance, personal wellness, career development and aspirations.

The Students Mentor System is a reliable and comprehensive support system to propel students to excel in their academic performance, personal wellness, career development and aspirations. It is most successful when it is focused on the SMART (Specific, Measurable, Attainable, Results-oriented, Time-bound) goals.

Objectives of the Students Mentoring System are:

- To guide students to be more connected to the Institute and more enthusiastic to achieve their educational goals
- To support the first year students, understand the challenges and opportunities present in the Institute and develop a smooth change towards their professional life
- Make students aware of resources available to them in the Institute and encourage them to utilize the resources
- Support students to develop or refine their learning skills, leadership skills and time management abilities
- Provide counselling to academically weak students (slow learners) for their personal wellness and career development
- Support students to improve their abilities to articulate and formulate plans to achieve their academic performance, personal wellness, career development goals and aspirations
- Monitor students' academic performance, wellness and career development activities to enhance their academic performance, personal wellness, career development and aspirations
- Provide opportunities for students to build academic, social, and professional networks through their peers, seminars, events, co-curricular activities, and industry mentors
- Identify problems of the students' population and to bring them to the notice of the concerned authorities / people

The success of mentoring will depend on the clearly defined roles and expectations, in addition to the participants' awareness on the benefits they get by participating in the SMS.

1. Aspirations of Mentee

- a) Engineering as a Profession
- b) Good Career / Job
- c) Higher Education
- d) Emerge as a Leader in the Profession
- e) Pursuing Entrepreneur

2. Roles and Expectations of Mentee

- a) Create a spirit of mutual learning, mutual respect and mutual trust
- b) Communicate regularly, at least to say just “hello”
- c) Be a good listener, have a sense of humor, and enjoy the experience of mentee
- d) Be open and honest on goals, expectations, challenges and concerns, so that mentor can support you
- e) Empower yourself to become a professional, leader and engaged citizen with the support of your mentor
- f) Make sure to attend all meetings as scheduled
- g) Maintain confidentiality

3. Benefits of Mentoring for the Mentee:

- a) Improves the ability to express aspirations, expectations and anxieties
- b) Improves confidence and motivation
- c) Demonstrates strengths and explores the opportunities
- d) Improves focus to achieve aspirations
- e) Complements ongoing formal study and career development activities
- f) Develops as a professional
- g) Improves career development opportunities
- h) Provides assistance with innovative ideas and honest feedback

4. Role and Expectations of Mentor

- a) Be a resource, allocate time and energy
- b) Communicate regularly, at least to say just “hello”
- c) Enhance a spirit of mutual learning, mutual trust and respect
- d) Be a good listener, have a sense of humor, and enjoy the mentoring experience
- e) Promote self-esteem and confidence of the mentee
- f) Empower the mentee as a professional, leader and engaged citizen
- g) Provide support, but don't become a crutch for the mentee
- h) Maintain confidentiality

5. Benefits of Mentoring for the Mentor

- a) Enhances passion to be an expert
- b) Enhances skills in listening, coaching, counseling and cooperation
- c) Enhances the generational awareness
- d) Enhances the personal leadership skills
- e) Enhances the professional satisfaction and growth
