



Changing requirements of the students: Mentoring is the need of the hour

Dr. Inderpreet Kaur

Principal, University Institute of Teachers Training and Research, Chandigarh University, Gharuan, Punjab, India

Abstract

Mentoring is a powerful personal development and empowerment tool. It is an effective way of helping students to progress in their careers and is becoming increasingly popular as its potential is realized. A mentor is a guide who can help the mentee to find the right direction and who can help them to develop solutions to career issues. Mentors rely upon having had similar experiences to gain an empathy with the mentee and an understanding of their issues. Mentoring provides the mentee with an opportunity to think about career options and progress. This paper presents the key concept, process and effect of mentoring in the development of the life of the students for a better tomorrow.

Keywords: mentoring, empowerment, potential, students

Introduction

Today, the overall understanding of mentorship is very broad. There is no universal definition of mentoring used for higher education or any other field for that matter. In fact, there are many terms that are synonymous with mentoring. Terms such as teacher, advisor, or sponsor have been used synonymously with mentoring. Guide, tutor, teacher, example, precursor, guru, coach, advocate, and sponsor” that are synonymously related to mentorship.

Mentoring is to support and encourage people to manage their own learning in order that they may maximize their potential, develop their skills, improve their performance and become the person they want to be. A mentor is a trusted and experienced advisor who has a direct interest in the development and education of a less experienced individual.

The elements of mentoring

Mentoring is a process of development which is built upon three main components:

- a. Mutual trust and commitment (b) Patient leadership (c) Emotional maturity.

Mutual trust and commitment between mentor and mentee depends on the time they spend together. The more time the mentor gives for mentee the more trustworthy he/she becomes in the eyes of mentee. They-build rapport with each other. The mentee feels counted by the mentor which gives encouragement and self-esteem.

- b. Patience is extremely important in mentoring process. Once the commitment and trust are established, it can be maintained through patience. Mentor may need patience for different reason, like: inattentiveness of the mentee, difference in their aptitude and the overcrowded schedule of mentor and the appointment with a mentee.
- c. Emotional maturity is one of the most basic elements of mentoring relationship between mentor and mentee. To be effective in mentoring the mentor needs to control emotions

The Process of Mentoring

Mentoring is a proven approach to drive rich learning and development for both mentees and mentors. Following systematic steps has to be followed for effective results:

1. Design of the program

Make sure you understand who they are, where they are, their development needs, and their key motivations to participate. Successful mentoring programs offer both structure and flexibility. Structure provides participants a mentoring workflow to follow and is critical to help participants achieve productive learning that reaches defined goals. Similarly, flexibility is essential to support varying individual mentoring needs across specific learning goals, preferences, and learning style.

It includes the following:

- **Enrollment:** Is it open, application, or invite only?
- **Mentoring Style:** Can be traditional, flash, reverse
- **Connection Type:** Possibly 1:1, group, or project
- **Connection Duration:** Typically weeks or months, or perhaps even just a single session
- **Community/social aspects:** Beyond formal mentoring, tracking and reporting needs.

2. Frame attractive program as per the needs

Consider the needs of mentors. Building a solid base of mentors can be a challenge. It is important to understand the positive and negative factors that impact mentor participation. Once you have identified them, look for creative ways to reinforce positive drivers and lower the hurdles of negative ones throughout the mentoring process. Help mentors and mentees clarify their own objectives. The need for training and guidance doesn't end after the initial orientation. Provide tips and best practices throughout the mentoring program to help participants stay on track and get the most out of the program.

3. Connectivity between Mentor and Mentee

Matching is often one of the most challenging aspects of a program. Matching best practices start with a solid profile for all participants (mentors and mentees). Critical profile elements include development goals, specific topical interests, location, experiences, and matching preferences. Think about how you'll want to match people, or if you'll want them to save time by having them match themselves.

4. Implementation of the plan

Providing some structure and guidance throughout the mentorship is vital to a successful mentoring program. One best practice is to ensure all mentorships have goals and action plans. This serves two purposes. First, it brings focus at the onset, which helps a mentorship get off to a good start. Second, it adds accountability to accomplish something. Have a formal process that brings closure to the mentoring experience. Within this process, provide an opportunity for both the mentor and mentee to reflect upon what was learned, discuss next steps for the mentee, and provide feedback on the benefits of the program and process.

5. Evaluation

Mentoring programs should be tracked, measured, and assessed at three altitudes: the program, the mentoring connection, and the individual. To be effective you need to work on evaluation process. Mentoring is an impactful strategy to develop, engage and retain your students with you. But running an effective mentoring program goes way beyond just matching people up.

Mentoring has significant positive effects for students

- Decrease in the absenteeism of the students
- Mentoring Increases Student Retention Rates
- Balanced behavior as compared to their counter parts
- Positive attitude towards life
- Improved interpersonal skills
- Improvement in the perceptions towards life
- Develop strategies for dealing with both personal and academic issue
- Identify goals and establish a sense of direction
- Become more empowered to make decisions

Conclusion

Mentoring is about developing interpersonal skills, social skills, and effective life skills. It's about more than talk... it's about setting intentions and taking action with the help of a guide. Then confidence is built from better outcomes based on better principles. Students are smart and deeply sensitive, and are already looking for more depth and meaning in their lives than most adults around them realize. They want to know how to make healthy friends and have meaningful relationships. They just don't know where to start. Mentoring is the way to start with.

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