

Title of the Practice: Mentorship Programme.

Goal: A mentor is an “experienced and trusted adviser”. The goal of adopting this practice is to build confidence, develop resilience and character apart from academic skills of the students. Effective mentoring is pivotal for the development of students. Mentoring is a learning process where helpful, personal, and reciprocal relationships are built while focusing on achievement; emotional support is a key element. It is a relationship designed to build confidence and support the student so they are able to take control of their own development. The goal of the mentor is to listen, ask questions, provide advice on career development, offer different perspectives, provide support and encouragement, provide an insight into students work and career.

Context: Mentoring is a valuable strategy to provide students with emotional and instrumental support needed to achieve the goal of a college degree. By providing information, guidance, and encouragement, mentors can play an important role in nurturing students. Students need mentors to assist in navigating the complexities of higher education, and the uncertainty as well as anticipation of they will face after during and after college life. Mentors keep students’ best interests, abilities, skills and talents in mind, giving them the influence and guidance they need to reach their highest potential. Whether students enter college with a clear career path in mind, or they are confused with their options, mentors can help them discover and develop their interests and innermost passions. Mentoring for students in college helps them to feel more connected and engaged on campus, which can ultimately improve student outcomes. College mentors can have a life-changing effect on a student’s career by empowering them with the guidance, confidence and skills necessary to succeed.

Practice: Initially students are explained the concept of mentoring. They are given examples of certain situations where they might need someone to talk and how they can confide to mentors about their confusion such as choice of career, exam preparation, goal setting, interview skills or unforeseen circumstance which may lead to stress. They are also provided a feedback form related to express their views about the institution and its environment. Students are engaged in discussions and a bond is bridged between the mentor and the student. They are asked to approach the mentor anytime and are assured of availability when needed. Students are assured that the problems discussed with the mentor will be confidential if they wish to seek guidance. Periodically at the end of the lecture in the classroom views of students are solicited by the mentor regarding any event occurred in the institution and their opinion about it. Students are encouraged to be more vocal about their views .

Evidence of Success: The self-esteem and confidence of the student has become positive. Their awareness about their limitations has improved and they have started exhibiting a mature approach to any situation being face by them. Students very easily connect with their mentors and do not hesitate in discussing their problems and also exhibit fresh ideas, views regarding it. Students are now more focused about their individual development. A distinct change in routine behavior of some students is seen. Their communication with the mentors has improved and their relation is now more vibrant.

Problems encountered and Resources required: Sometimes due time is not allotted to the mentorship program because of academic schedule followed. Time management is required to implement the practice more effectively.