

## JAIPURIA INSTITUTE OF MANAGEMENT INDORE

### Mentorship

Mentoring culture is a unique feature of Jaipuria Indore with an objective to nurture and develop each student in a focused manner under the guidance of designated mentor. The main objectives of mentorship are:

- i. To acclimatize the students with a learner centric environment.
- ii. To enable protégées to work towards their personal and professional development with an emphasis on their strengths.
- iii. To help them inculcate following graduate attributes: Humility, Team- Building, Self-Initiative and Open and Clear Communication.

The mentorship program is divided in the following two phases:

**Phase I:** Begins post admission and extends up to the end of Trimester-III. At the beginning of the course, the students are divided into groups of 8 to 10 students each. The groups are created ensuring that they comprise of members from diverse backgrounds. Every group is allotted a faculty as the mentor and the group is termed as a mentee group. The faculty mentor is responsible for organizing all the formal and informal mentorship activities. These activities are focussed on acclimatizing the student to the new environment and to guide the students on the path of personal and professional skill development.

The mentoring sessions are designed based on GROW MODEL (Goal-Reality-Options-Will Do). Sessions are semi structured and involve group interactions/activities. Each session is pre planned for its theme, activity, location and evaluation, if any. The mentoring sessions are formally scheduled once a week. However, mentor and mentees can have additional meetings based on requirement and mutual convenience and consent.

**Phase II:** The next and very crucial phase of mentorship program i.e. Phase II begins after the conclusion of Trimester-III. The erstwhile mentee group gets dissolved. The students get their mentors based on their specialization. The sessions in Phase II are designed around the OSCAR Model (Outcomes-Situations-Choices-Actions-Reviews). These sessions are designed on a need basis and involve one-on-one interaction between the mentor and the mentee.