MBA ALUMNI MENTORING PROGRAM

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Questions

- What is mentoring?
- How can I develop a productive relationship with an alumni mentor?
- What are the potential benefits and risks?
- How can I get started?
Content of Help

Career
- Advocacy
- Coaching
- Exposure and Visibility
- Protection
- Challenging Assignments

Psychosocial
- Role modeling
- Counseling
- Acceptance and confirmation
- Friendship
## Past and Present Conceptualizations of Mentoring*

<table>
<thead>
<tr>
<th>Traditional Mentoring Perspective</th>
<th>Developmental Network Perspective</th>
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</thead>
<tbody>
<tr>
<td>✓ Hierarchical</td>
<td>✓ Multilevel</td>
</tr>
<tr>
<td>✓ Single, dyadic relationship</td>
<td>✓ Multiple dyadic, networked</td>
</tr>
<tr>
<td>✓ Intraorganizational</td>
<td>relationships</td>
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<tr>
<td></td>
<td>✓ Intraorganizational and Extraorganizational</td>
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</tbody>
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* Reconceptualizing Mentoring at Work: A Developmental Network Perspective  
  Academy of Management Review, Higgins & Kram, April 2001
Potential Outcomes of Mentoring

- New Knowledge and Skills
- Promotions
- Clarity of Identity
- Self-Confidence
- Relational Skills
- Career Satisfaction
- Reduced Turnover
- Better Performance
- Stronger Network
Developmental Network

A group of individuals enlisted by **YOU**, who have a genuine interest in your development, and who are qualified to assist you in your learning and development.
Developmental Network

- Leader(s) in the firm
- Professional Association
- Manager(s)
- Direct Report(s)
- Peer(s)
- Personal Support System

FOCAL
Structure of A Developmental Network

Low Range

- Family
- Employer
- Professional association
- Community

High Range

- Family
- Employer
- Professional association
- Community
- School

You
Strength of Network Ties

The level of engagement and the quality of the relationship.
Alumni Mentoring Roles

- **Motivator**: to build confidence, to try new things

- **Resource**: teaches and advises on how to make new professional contacts, introduces mentee to people, places, ideas

- **Supporter**: encourages open and honest dialogue, listens to needs of the mentee

- **Coach**: helps the mentee develop, and to achieve realistic and meaningful goals
Potential Benefits for Mentees

- Build your professional network
- Develop focused career goals and plans to achieve them
- Explore new areas of interest
- Refine your self-assessment and networking skills
Potential Benefits for Mentors

- Develop meaningful connections with graduate students
- Learn about the younger generation
- Reconnect with the Boston U. community
- Refine coaching and mentoring skills
- Expand professional network
How To Build a Positive Relationship with your Alumni Mentor

- Spend 1-2 hours a month actively engaged with your mentor
- Have realistic expectations (e.g. don’t ask for a job…..)
- Make explicit how your mentor can assist your learning and development (goals)
- Ask good questions
- Listen well
- Express appreciation
- Respond in a timely and professional manner
Expectations of the Mentors

- Spend 1-2 hours per month
- Set expectations for frequency and manner of communication
- Respond to all mentee communications in a timely manner
- Support mentee’s development by aiding in establishment of meaningful and realistic goals
- Actively listen, share experiences
Questions?