



Symbiosis Institute of Management Studies (SIMS)

Symbiosis International University

(Established under section 3 of the UGC Act 1956, vide notification No.F.9.12/2001-U.3 of the Govt. of India)

Accredited by NAAC with 'A' grade

Founder: Prof. Dr. S. B. Mujumdar, M. Sc. Ph.D.(Awarded Padma Bhushan by President of India)

SIMS/MC/2020-21/04

Date: 1/04/2020

Constitution of SIMS Mentorship Cell

The SIMS Mentorship Cell is Constituted as –

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| 1. Brig Dr Rajiv Divekar, Director SIMS | - Chairman |
| 2. Dr Pravin Kumar, Professor & Deputy Director | - Member |
| 3. Dr. Ruby Chanda, Associate Professor | - Faculty Coordinator |
| 4. Dr. Naval Lawande, Assistant Professor | - Member |
| 5. Prof Rahul Daigude | - Member |

The term of this Mentorship Cell will be till 30th June 2021.

Refer Annexure A – Functions of Mentorship Cell and Annexure B – Duties of Mentorship Cell

Dr Ruby S Chanda
Mentorship Cell Faculty Coordinator



MENTORSHIP PROGRAM at SIMS

Overview of Program :

The vision of the programme is "to inculcate the right attitude right from the beginning".

SIMS MBA Mentoring Program offers an exclusive one-on-one mentoring program. This format ensures a personalized dialogue and direct feedback between the mentor and mentee. Mentors also share important insight on academic and career-related issues.

Purpose/Aim of Program : The Student Mentoring Program at SIMS fosters the development of Management students through Faculty support and guidance. It is designed to provide students with valuable advice beyond the classroom in order to help them grow and develop as a business professional.

Program aims at providing Guidance to students through regular meetings and interactions.

Objective of Program : Mentoring Program strives toward achieving the following objectives

- Developing Positive behaviour and Attitude
- Motivate them to participate in Clubs/Cells & Competitions
- Encouraging them for Research and Value Added Courses
- Enables students to develop problem solving skills
- Better Academic performance
- Motivate them for Corporate Internships and Live Projects
- Placement preparedness through Skill enhancement activities
- Compliance to Attendance
- Overcome challenges in both college and personal life

Role of Mentor: As Coaches or guides, willing to share their educational and professional experience, knowledge and insights to aid the student mentee in achieving career goals and aspirations.

- Help student gain confidence, clarify goals and develop effective networking skills
- Give timely, supportive and constructive feedback and help them improve their competencies including critical thinking, ethical decision making, interpersonal relations, teamwork and leadership skills
- Engage student and encourage them to contact Mentor regarding dilemmas or problems

Role of Mentee : Seek advice from mentor and be receptive to constructive feedback about career path decisions, skills competency development and professional development plans

- Be responsible, respectful, dependable and committed to building a productive mentoring relationship
- Be motivated and proactive in clarifying your career goals, improving your work competencies and developing networking contacts
- Demonstrate commitment and time to the mentoring program experience;
- Maintain confidentiality of conversations with mentor; and
- Commit to communicate twice per month with mentor.

Program Structure :Each Student would be assigned to Faculty Mentor. Students are required to meet their mentor at least on fortnightly basis as per the schedule. Meeting schedule is inculcated in time table to ease conversations and help establish learning objectives for the relationship.

Knowledge, Attitude and Skill based activities would be conducted to facilitate the counselling and guidance of the Mentees. The whole program focuses at inclusive development of the students and make them ready for corporate world. Duration of the program is one year.

Outcome : Mentors can provide support, validation and wisdom through personalized guidance and play a valuable role in the growth of students. They often serve as an additional reference source, and enhance students' professional identities, and act as a coach and path-blazer.

