Creating A Mentoring Program

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Agenda

- Overview of Current OSUAA Mentoring Programs
- Types of Mentoring Programs
- Best Practices
- Taking it to the next level
- Alumni Group Examples
- How We Can Help
AlumniFire
Buckeye Pen Pals

SIGN UP FOR Buckeye Pen Pals

Get matched with an Ohio State student based on:

- similar career interests
- similar Ohio State involvements
- geographic region
Young Alumni Academy

Mentor Young Alumni in Central Ohio

THE OHIO STATE UNIVERSITY ALUMNI ASSOCIATION, INC.

2200 Olentangy River Rd
Columbus, OH 43210
Map & Directions

DESCRIPTION
What is Young Alumni Academy?
Young Alumni Academy (YAA) is a professional and personal development program for Young Alumni of Ohio State in the Central Ohio area. YAA is designed to provide a holistic experience, with each session building on the learning and insight from the previous one. Through this 10 month program participants will engage with one another, workshop presenters, and Ohio State and Columbus community leaders around a variety of personal and professional development topics. Session components will appeal to a variety of leadership learning styles and will include topics such as leadership, work-life balance, personal brand and much more.

While each session will be important, it is also important that each participant has someone to communicate with as each participant goes through the program. Each participant will be matched with an alumni mentor by the beginning of November and will be expected to communicate with their mentors once a month.

Young Alumni Academy members are young alumni of Ohio State (graduates of the last ten years).

What are Alumni Mentor responsibilities?
Our hope is that participants of YAA will forge relationships with one another, but also meet alumni that are in their field, have had similar experiences, or are willing to help navigate the real world. We hope that by facilitating introductions, each mentor and mentee pairing will forge communications past the program.

For more information about Young Alumni Academy please visit:
www.go.osu.edu/academy
Types of Programs

- 1 on 1 Mentoring
- Group Mentoring
- One-time mentoring event
  - Speed mentoring
  - Mentoring panel
- Addition to a pre-existing event
Best Practices

Signups & Matching

• Remember that mentoring is mutually beneficial - and advertise it that way! Show the value for both groups!

• Provide clear expectations for both mentors and mentees (i.e. time commitment, communications, follow-up, etc.)

• Allow mentors and mentees to choose how to be matched – however sign-ups for mentors and mentees will probably look slightly different

• Screen the mentors (and mentees) – helps with matching and creates accountability

• Don’t underestimate how time-consuming hand-matching can be!
Best Practices

First Communication & Follow-up

• Can use a formal contract or agreement to add extra accountability

• Have mentees set goals – something to work towards

• Follow-up with mentors and mentees separately to see how the interactions are going

• Be willing to re-match, should matches not work out or respond
Best Practices

Training for Mentors

• Don’t assume that people know how to mentor!

• Have an in-person training (if you can) – webinars work well too!

• Provide suggested topics or conversation guides to steer the conversation

• Continue to follow-up with resources regularly
Taking it to the next level

• Get creative! Think of additional enhancements for your mentors and mentees

• Host a mentoring event to allow an environment for your mentors and mentees to get to know each other (and other mentors/mentees)

• Have a special pre-function for mentors & mentees prior to one of your events

• Recognize and thank your mentors and mentees!

• Gather testimonials and stories from your participants to use in the future
Program Examples

- College of Arts & Sciences Alumni Society
- Alumni Club of New York City
- Honors & Scholars Alumni Society
- College of Education and Human Ecology:
  - Hospitality Management
  - Fashion and Retail Studies
How OSUAA can help

• Help you create a plan, based on your goals and objectives
• Look over your plans and give feedback
• Host a sign-up page on Volunteer website
• Provide language for reaching out to mentors and mentees
• Help with resources to help prepare and train mentors and mentees

Questions? Need Further Assistance? Contact Lauren Luffy at luffy.2@osu.edu or 614-247-5984