



| <b>Mentoring Cycle for 25<sup>th</sup> batch (2023-25)</b>   |  |
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| <b>Date: February 4<sup>st</sup> - April 10<sup>th</sup> , 2024</b>  | <b>Venue: RVIM, Bangalore</b>  |
| <b>Time: Flexible timings</b>  | <b>Done by:</b><br><br><b>1. Student profiling: Mr. Jitesh Advani and Dr. Rashmi Shetty</b><br><br><b>2. Mentoring: Faculty members RVIM</b> |
| <b>No. of Participants: 176 students</b>   | <b>Coordinators: Dr. Anupama K Malagi, Dr. Rashmi Shetty</b>   |
| <p>At RVIM faculty-led mentoring is an essential initiative designed to support students in their academic, professional, and personal development. This process bridges the gap between classroom learning and real-world challenges by providing students with personalized guidance from experienced faculty members.</p> <p><b>Objectives of Faculty Mentoring</b></p> <p>The faculty mentoring process is typically aimed at achieving the following goals:</p> <ol style="list-style-type: none"><li>1. Academic Guidance: Helping students navigate the rigorous MBA curriculum and develop effective learning strategies.</li><li>2. Career Development: Assisting students in identifying career goals, preparing for internships, and crafting long-term career plans.</li><li>3. Skill Development: Encouraging the enhancement of leadership, communication, and decision-making skills.</li><li>4. Personal Growth: Providing emotional support, fostering confidence, and addressing any personal challenges impacting performance.</li><li>5. Networking Opportunities: Connecting students with industry professionals and alumni for career advancement.</li></ol> <p><b>Key Features of the Mentoring Process</b></p> <p><b>1. Mentor Allocation</b></p> <ul style="list-style-type: none"><li>• Criteria: Faculty mentors were assigned based on their areas of expertise, aligning with the student's specialization or career aspirations.</li><li>• Ratio: A typical ratio is 1 faculty mentor for 9-10 students to ensure personalized attention.</li></ul> |  |



## **2. Initial Orientation**

- Students were introduced to the mentoring program during orientation.
- Coordinators explained the scope, expectations, and benefits of the mentoring process.

## **3. Structured Meetings**

- Frequency: Regular one-on-one or group meetings (fortnightly).
- Agenda: Sessions focus on academic progress, career aspirations, and personal challenges.

## **4. Academic Support**

- Identifying students' strengths and weaknesses in coursework.
- Recommending additional resources such as books, case studies, or certifications.
- Advising on electives and project topics.

## **5. Career Guidance**

- Mentors help students understand industry trends and career opportunities.
- Assisting in resume building, mock interviews, and networking skills.
- Encouraging participation in internships, industry events, and research projects.

## **6. Personalized Support**

- Addressing non-academic issues like stress management, time management, or adapting to a diverse peer group.
- Providing emotional encouragement during challenging times.

## **Benefits of the Mentoring Process**

### **For Students**

1. Clarity on academic and career goals.
2. Enhanced confidence and preparedness for professional challenges.
3. Access to valuable resources and networks.

### **For Faculty**



1. Opportunity to connect with students on a deeper level.
2. Greater insight into students' needs, helping improve teaching methodologies.

For the Institute

1. Improved student satisfaction and performance.
2. Stronger alumni network due to well-guided graduates.

### **Challenges in the Mentoring Process**

1. Time Constraints: Faculty mentors balancing academic and mentoring responsibilities.
2. Student Engagement: Some students may lack initiative in engaging with mentors.
3. Resource Limitation: Ensuring adequate resources and training for mentors.

### **Conclusion**

Mentoring at RVIM is a transformative process that fosters holistic development among students. By creating a supportive environment, it equips future business leaders with the skills, knowledge, and confidence to excel in their careers and personal lives. A well-structured mentoring program not only benefits students but also enhances the institute's reputation and overall success.

## **STUDENT PROFILING AT RVIM**

Student profiling is part of RVIM Mentoring. This is a process of collecting and analyzing detailed information about students to understand their academic, professional, and personal backgrounds. This helps institutions design personalized learning experiences, provide targeted guidance, and create opportunities that align with students' goals and capabilities.

### **Objectives of Student Profiling**

1. Understanding Diversity: Identify the diverse educational, professional, and cultural backgrounds of students.
2. Tailored Learning: Personalize learning experiences based on students' strengths, weaknesses, and preferences.
3. Career Alignment: Map students' career aspirations to relevant academic and extracurricular opportunities.



4. Skill Assessment: Evaluate existing competencies to design skill-building interventions.

5. Mentoring and Guidance: Facilitate effective faculty mentoring by providing a comprehensive understanding of student profiles.

6. Data-Driven Decision Making: Support institutional planning and program development using insights from student data.

### **Key Elements of Student Profiling**

#### **1. Personal Information**

- Demographics: Age, gender, nationality, and cultural background.
- Language Proficiency: Spoken and written language skills, especially in English.
- Hobbies and Interests: Extracurricular activities and personal interests that contribute to holistic development.

#### **2. Educational Background**

- Undergraduate degree (field, institution, and performance).
- Academic achievements, certifications, and honors.
- Relevant coursework or research experience related to business management.

#### **3. Professional Experience**

- Industry, job roles, and years of experience.
- Key achievements and contributions in previous roles.
- Exposure to leadership, teamwork, and project management.

#### **4. Career Goals**

- Short-term (post-MBA job aspirations) and long-term (5-10 years).
- Preferred industries, roles, and geographical locations.
- Entrepreneurial interests or plans for higher studies.

#### **5. Skills and Competencies**

- Hard Skills: Technical knowledge such as finance, marketing, data analysis, or IT.



- Soft Skills: Leadership, communication, critical thinking, and emotional intelligence.

- Self-assessed skill levels and areas for improvement.

#### 6. Behavioral and Psychometric Insights

- Personality traits (e.g., introvert vs. extrovert).
- Learning preferences (e.g., visual, auditory, or experiential learning styles).
- Psychometric assessments like MBTI, Big Five, or DiSC profiles.

#### 7. Academic Performance in the Program

- Performance in core and elective courses.
- Participation in case studies, group projects, and simulations.
- Feedback from faculty and peers.

#### 8. Interests and Preferences

- Interest in specific industries or specializations (e.g., finance, HR, consulting).
- Preferences for internships, research projects, or international exchange programs.
- Willingness to participate in extracurricular activities or leadership roles.

### **Process of Student Profiling**

#### 1. Data Collection

- Admission Process: Collect data through application forms, resumes, and statement of purpose (SOP).
- Surveys and Questionnaires: Administer detailed surveys to capture preferences, skills, and goals.
- One-on-One Interviews: Conduct personal interviews with faculty or career counselors.
- Psychometric and Aptitude Tests: Evaluate personality, skills, and career orientation.

#### 2. Data Compilation and Analysis

- Use software tools Excel to organize and analyze data.
- Categorize students based on specialization preferences, skill levels, and career goals.



### 3. Creating Profiles

- Develop comprehensive individual profiles including all collected data points.
- Summarize strengths, areas of improvement, and alignment with program outcomes.

### 4. Utilization of Profiles

- Academic Planning: Assign students to relevant electives, group projects, and workshops.
- Mentorship Matching: Pair students with mentors based on profile compatibility.
- Career Guidance: Align student profiles with internship and placement opportunities.

### 5. Regular Updates

- Profiles should be dynamic and updated periodically based on academic performance, feedback, and evolving career goals.

### **Benefits of Student Profiling**

#### For Students

1. Personalized learning and mentoring experiences.
2. Better alignment of internships and job opportunities with career aspirations.
3. Insights into strengths and areas for improvement.

#### For Faculty and Mentors

1. A deeper understanding of student needs and aspirations.
2. Ability to design customized teaching strategies.
3. Effective mentoring and guidance based on student goals.

#### For the Institution

1. Improved academic and placement outcomes.
2. Data-driven program development and decision-making.
3. Enhanced reputation for providing personalized education.





## RV Institute of Management®

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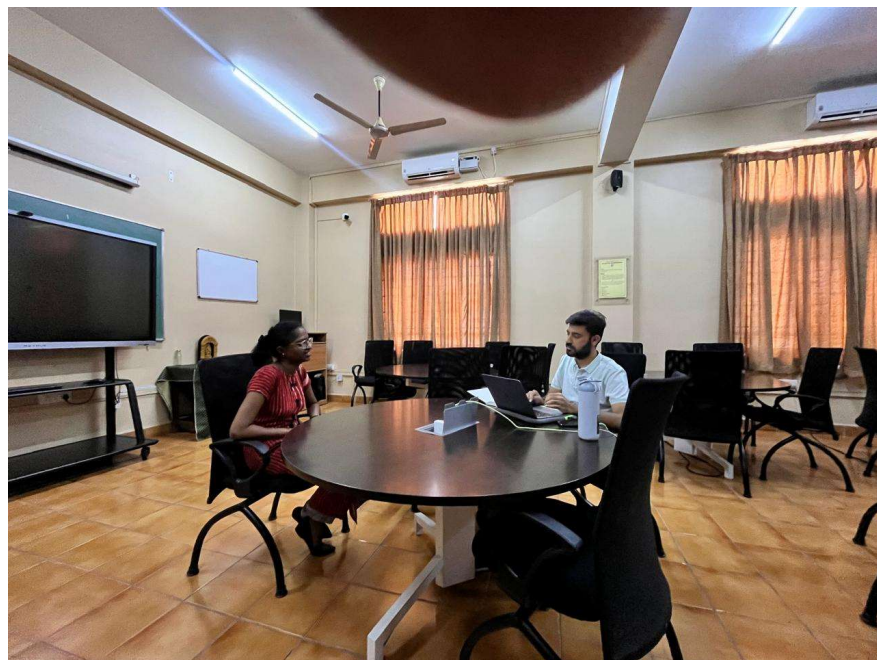
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