

## Business Mentors

*The Business Mentor is the central and most integral part of the BOLD Leadership Certificate Program. Our faculty shares their knowledge with the leadership candidates through academic coursework, but only people like you can share their leadership and diversity experience from the “real world” of business, entrepreneurial, and non-profit leadership.*

*And what are the benefits to you as the mentor?*

- Mentorship can nurture that natural human instinct to share knowledge and experience
  - Mentorship can keep you energized and alert with what’s going on in your field of expertise
  - Mentorship can broaden your professional network; students may become colleagues
  - Mentorship can be part of your business legacy—the results of good mentoring will live on after you
  - Stay in touch with the Cornell campus via a current student
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## Mentor Responsibility

- Interact with Candidate (they should initiate contact) during Spring semester of their sophomore year to go over their Goals Worksheet and Performance Plan requirements for the next two years
- Interact with Candidate 2-3 times per semester (via email, phone, in-person, or virtual, etc.) to assess progress, address fears or concerns, etc.
  - These meetings should involve an active dialogue to find out what the Candidate has assimilated from their coursework, seminar attendance, or projects they’re involved in
- Contact Program Coordinator as needed for clarification, ideas, etc.
- Practice careful listening which will help you know when/how often Candidate needs contact
  - Be aware of cultural/diversity differences between yourself and your Candidate;
    - Your Candidate may not be comfortable in asking for the help they need or questioning authority (you)--out of respect.
    - Be cognizant of any cultural/familial pressures and expectations they are under
  - Take the time to get to know your Candidate—their background, interests, academics, and career aspirations

- Share practical experience, advice, feedback that you've learned about diversity issues and about being a leader—both negative and positive. The greatest benefit to your Candidate is learning from your experience
  - Share your personal feelings on leadership with Candidate; what kind of a leader you are--who are your role models? What's worked for you and your business? Is there anything you wish you'd done differently at work, in your career?
- Assist your Candidate with networking—initiate probable contacts
- Promote self-esteem and build confidence by offering frequent and honest feedback related to their awareness of diversity and leadership