



REAL life. *REAL* business.

Mentoring refers to a process in which an experienced individual advises and supports lesser experienced individuals as they navigate through new and challenging experiences. The crux of the mentoring relationship occurs at the intersection of sharing personal experience and the transmission of knowledge. The goal of the mentoring component of the Butler MBA Board Fellows Program is to match Board Fellow students with Mentors who are willing to share their experience and knowledge about non-profit board management in an objective, non-judgmental manner. Through this relationship, the Board Fellow will gain confidence and become a greater asset to the non-profit Board of Directors with which she is working.

The primary responsibility of the Mentor is to serve as an additional resource, or “sounding board”, for the Board Fellows as they complete the coursework and project associated with the MBA Board Fellows Program. Mentors are not responsible for the day-to-day oversight of the Board Fellows. Instead, Mentors are to assist Board Fellows navigate particularly difficult issues and are to supplement the advice given by the Board Liaison to whom the Board Fellow has been assigned.

Knowledge and Skills:

In order to function effectively in this role, a Mentor should:

- Possess an affinity for helping others to grow and develop
- Be knowledgeable about organizational issues relating to vision and mission statements, strategic and operational plans, human resources, budgeting, and fundraising
- Be knowledgeable about board governance issues
- Be knowledgeable about the needs and activities of community-based organizations
- Have experience serving on non-profit boards
- Have a particular understanding of the Indianapolis area and current matters of interest to the city

Role and Responsibilities:

- Mentors are enlisted annually and may elect to discontinue at the conclusion of the year. Mentors are assigned two Board Fellows per year.
- Mentors are expected to have at least one interaction with each assigned Board Fellow per semester (spring, summer, fall). Mentors may elect to use online, telephone or face-to-face meetings to interact with the Board Fellow.
- Mentors should be willing and prepared to maintain this relationship for the duration of the year for a total of 8-10 hours per Board Fellow assigned. The formal mentoring relationship ends at the conclusion of the year.

- Mentors will be provided with a class syllabus and may attend such sessions or seminars as he/she would like after appropriately informing the instructor of their intent to come. Attendance is not required.
- Mentors will be notified and welcomed to attend such events as the Summer Send-off Dinner and other celebrations as may occur. Again attendance is not required.
- At the conclusion of the year, Mentors and Board Fellows will be asked to evaluate the mentoring component of the MBA Board Fellows Program.