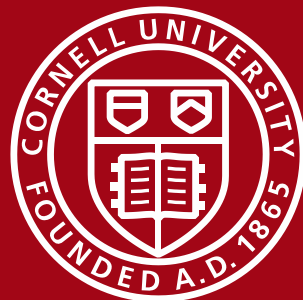


CORNELL ALUMNI LEADERSHIP CONFERENCE





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Let's grab coffee!

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Introductions

- Presenters
- You



Agenda

- Mentoring in 2017: Let's (just) grab coffee
 - What do we know?
 - What are we creating?
 - What do we need?
- Meeting the challenge at Cornell
- A sample application
- Discussion
- Q&A



Today's Goals

- Share information on what students need from “mentoring” opportunities
- Help you understand “mentoring” vs. “grabbing coffee”
- Update you on what we’re doing to facilitate this at Cornell
- Present a specific example of mentoring in action



What We Know: Benefits

- Mentoring is important
- Mentoring is much broader than “career”
- Students need information that others have
 - Navigating Cornell
 - Career path decisions
 - Life choices



What We Know: Challenges

- “Mentoring” can be intimidating
- Many feel “outside”



What We Know: Opportunities

- “Grabbing coffee” to talk about something is a comfortable concept for students
- Repeated “grabbing coffees” can lead to meaningful long-term relationships



Cornell's Value Proposition

- Connecting to Cornell's alumni network is a significant benefit for students
- We can offer a network of friendship and support, for personal as well as professional knowledge sharing



Delivering Cornell's Mentoring Value

- A collaborative process to identify a platform to support a university-wide approach to facilitate “live” individual and group discussions
 - Trustee Task Group
 - Broad discussions across campus



Discoveries Through the Process

- The need to coordinate is great
 - At least 36 student organizations at Cornell offering mentoring programs
 - More than 10 campus programs run by staff aimed at connecting students with each other or with community members for mentoring purposes
 - Well over 11 programs run by staff connecting students with alumni for shadowing, information interviews, and other interactions



Discoveries Through the Process

- We need to reframe our language
 - Mentor = Knowledge Sharer
 - Mentee = Knowledge Seeker
 - Personal Board of Directors
 - Fluidity of roles
 - Instrumental ties
 - Proactive vs. spontaneous ties
 - Flash mentoring
- We found strong agreement on common goals



Platform Selection Update

- RFP process
- Status of decision-making
- How you can help



A Sample Application: Mentors as Leadership Guides

Certificate in Engaged Leadership

Student Leadership Initiatives

Office of Engagement Initiatives (Engaged Cornell)



Engaged Cornell

- A campus-wide ethos fueling the advancement of the university's mission through community-engaged discovery and learning
- Office of Engagement Initiatives offers
 - Targeted grants and awards
 - Faculty support
 - Partnership gatherings
 - Engaged Cornell Hub, Kennedy Hall
 - Leadership and student development



Student Leadership Initiatives/Engaged Leadership

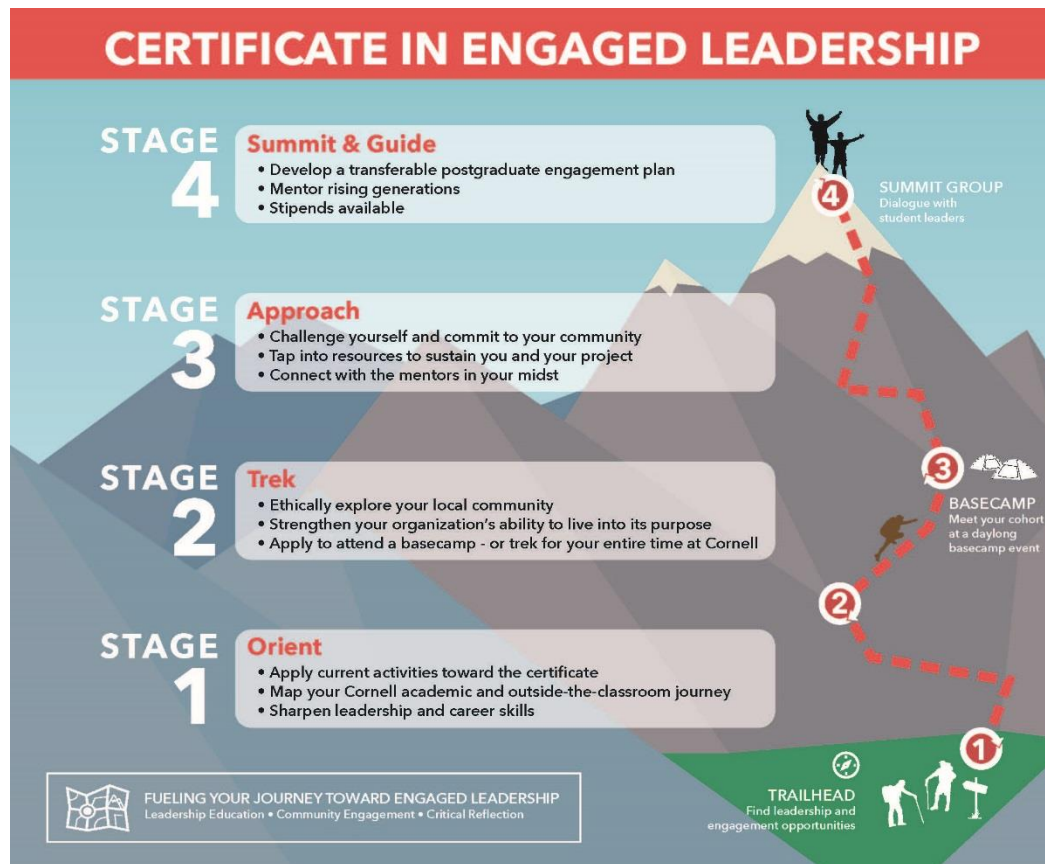
- Animates student leadership development within the Engaged Cornell framework, and stands at the intersection of student leadership development and knowledge with a public purpose
- Promotes leadership with a public purpose
- Is guided by the tension of “leadership as it is (currently practiced), and leadership as it ought to be (practiced)”

Engaged Leaders work with and through groups to take courageous actions that serve the public good.



Certificate Learning

- Mentorship, dialogue, public purpose
- Depends on high quality projects and courses
- Bounce leadership back to arenas on campus
- Most important indicator: engagement as alumni
- Other learning
 - Articulate an authentic story of self-us-now in new contexts
 - Bring about the world they wish to see, within the many communities they will inhabit throughout their lives





Mentorship and Critical Reflection

- Mentorship as leadership development and form of engagement
- Guiding questions to integrate action and education, curricular and co-curricular
- Mentorship family
- Postgraduate engagement plan
- Larger (community) ecosystem of mentorship



Roles of Mentors

- Mentorship family: peers, staff/faculty, community/alumni
- Read written reflections (eportfolios)
- Support students in reflecting on experiences using the “What? So what? Now what?” model
- Challenge students’ “been there, done that” thinking
- Support students in identifying appropriate healthy risks
- Serve as support network as students transition to post-Cornell life



Next Steps for Mentorship and Certificate

- Pilot platform with spring summit group
- Roundtable conversation
- Tip sheets for mentors
- Possible conference in December
- Send me your suggestions or see me in the registration later this afternoon



Triad Discussions

- 3 key take-aways from today's program
- 2 questions you still have
- 1 aspect of our collaborative project that excites you



Q&A and Closing



Sources

- Alexander, Sarah: *Key to success: Piecing together a top notch personal board of directors*; **Modern Workforce by Everwise**, January 13, 2017
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- Casciaro, Tiziana, Francesca Gino, and Maryam Kouchaki: *The contaminating effects of building instrumental ties*; **Administrative Science Quarterly**, December 2014
- Clark, Dorie: *Your career needs many mentors, not just one*; **Harvard Business Review**, January 19, 2017
- Wolff, H.G. and K. Moser: *Effects of networking on career success: A longitudinal study*, **Journal of Applied Psychology**, January 2009



Follow Up

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(or find me this afternoon at the registration area)