



## Mentorship Program

The Shah Academy team is truly appreciative of your commitment as a mentor and your willingness to serve our student inductees.

### Our Definition of a Mentor

A Shah Academy mentor is an experienced professional who provides guidance, support, and expertise to the academy members. The mentor fosters overall growth of the mentee by offering insights from their career experiences, professional networks, and industry knowledge. This role is essential in supporting the development of the member ecosystem at Shah Academy.

### Mentorship Opportunities and Responsibilities

1. **Knowledge Sharing and Guidance**
  - Provide practical advice and insights based on personal and professional experiences.
  - Share industry-specific knowledge and expertise to help mentees navigate business complexities.
  - Offer constructive feedback on personal and professional development opportunities.
  - Help mentees develop essential leadership skills.
2. **Networking Support**
  - Introduce mentees to relevant contacts within your professional networks.
  - Help mentees build their networks by facilitating connections.
  - Encourage participation in networking events, workshops, and industry-related opportunities.
3. **Resource Provision**
  - Share relevant resources such as articles, tools, templates, and methodologies to support mentees' leadership journey.
  - Guide mentees to appropriate workshops, training, or educational materials.
4. **Feedback and Evaluation**
  - Provide honest, constructive feedback to help refine mentees' goals.
  - Participate in regular monthly check-ins arranged by the mentee.
  - Offer suggestions to improve the mentorship program based on personal experiences with mentees.
  - Complete an end of year evaluation survey and provide feedback once every three months on mentor-mentee relationship to the Director of Shah Academy.
5. **Advocacy and Representation**
  - Act as an ambassador for Shah Academy by promoting its values and benefits within and outside the university community.
  - Represent Shah Academy when possible, at events, panels, or in the media to enhance UML's reputation.
6. **Collaboration and Synergy**
  - Engage with fellow mentors to exchange best practices and experiences and collaborate to support mentees.

### Commitment

- Mentors are suggested to dedicate approximately 1 hour monthly for mentorship.
- Typical mentorship engagements last 12 months, with the possibility of extending for longer-term involvement.
- Mentors are encouraged to maintain regular contact with their mentees and provide ongoing guidance throughout the relationship.

### Why Become a Mentor?

- Empower the next generation of leaders and foster innovation within the UMass Lowell community.
- Enhance leadership skills, connect with emerging ideas, and expand personal networks.
- Gain personal satisfaction from helping passionate emerging leaders succeed in their professional and personal growth.

By embracing these roles and responsibilities, Shah Academy for Leadership and Innovation mentors contribute to a thriving ecosystem and support our mission of fostering leadership, innovation and growth. Thank you again for your commitment to the success of Shah Academy for Leadership and Innovation.