

Hello  
Spring!

# THE PINE CHRONICLE

News, Views and Creative Expressions

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## FACULTY DESK

### Formal Mentoring Sessions for students in Higher Education

With the batch of PGP 2023-25 joining the institution, we introduced mentoring sessions for the participants. Under a formal structure, the allocation was initiated and professors were entrusted with the responsibility of mentoring a group of young minds. Whether in a formal setup or informally, we all at some point in time in our lives have been associated with a mentor. Why? What is the role of a mentor in our lives?

According to the American Psychological Association, a mentor makes an impact primarily on two aspects of our lives – career-related and psychological. For the career-related aspects, a mentor contributes by helping the mentee enhance their professional performance and help them become more efficient and effective in what they do. This interaction requires the mentor to be more experienced than the mentee and they are supposed to play the role of a coach when it comes to the professional development of the mentee. In a setup like ours, where the mentor-mentee assignments have been formally done, and involve professors and students, it is relatively easier to connect with the mentees on the professional front. On the other hand, the psychological aspect is more about building an interpersonal bond. With students who are mature individuals, the way they connect would differ from one individual to another. Some of them might not be able to trust this easily or some just would want to take care of their things on their own as any other grown-up person does.

To address this concern let us look at mentoring as a two-way process. The initiation of an informal mentoring relationship happens when an expert or experienced person is approached by an individual who is seeking guidance. In that setup, it is usually easy to develop a bond as the mentee already sees the mentor as a role model. This highlights the role of the mentee in establishing an interpersonal bond with the mentor. The mentee would need to understand the need for opening up in creating this bond. As a mature individual she/he/they needs to have clarity on what they can get from this relationship and what they need for their personal and professional growth. Not just the mentor, the mentee should also plan the meetings to discuss something new or just to share an update on the developments from the last meeting. They can have a few points that they want to discuss with the mentor which can be communicated via mail beforehand. As

mentees, you need to understand that being approachable as well as approaching the mentor is the primary way of connecting with them.

For mentors, as people who are more experienced than our mentees, it is easier for us to understand their concerns. We may use our life experiences to help them deal with their issues. Remaining within the boundaries of ethics, these sessions can be a life-changing experience for both mentees as well as the mentor. As mentors, we also need to be mindful about not building a clone of ours having similar values rather we need to respect the individuality of our mentee. This exercise also helps us develop and assess our own mentoring skills. To polish it further having a peer mentoring circle, without compromising on the ethics, can be of great help. We work with a diverse team that includes some first-generation MBAs and a few recent graduates as well. Learning from their experiences and understanding their perspectives also would help us in building our own interpersonal skills which would further be translated into better experiences for our mentees as well.

To conclude, in recent times as emotional well-being has become equally important as that of professional development for an individual, mentoring can be looked upon as a tool that facilitates holistic development. Mentors can have lasting impacts on the lives of their mentees and at the same time help them grow professionally. As teachers who are into dissemination of knowledge, mentoring sessions would



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## ABOUT NUKSA

*Nuksa The Pine Chronicle is the monthly news magazine of IIM Shillong.*

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Government of India, offered participants a valuable opportunity to enhance their project management skills.



During the event, participants engaged in immersive learning sessions, delving into modern project management practices. The MDP's alignment with the Department of Economic Affairs underscored the collective commitment to advancing effective project execution and management across diverse sectors.

By hosting this MDP, IIM Shillong showcased its dedication to contributing to skill development and promoting efficient leadership within government entities. Initiatives like these underscore the institute's role in fostering knowledge exchange and empowerment, ultimately bolstering the nation's project management capabilities.

## IIM Shillong Partners with Nagaland Government for Educational Empowerment

IIM Shillong and the Government of Nagaland have solidified their commitment to accessible and high-quality education through a **Memorandum of Understanding (MoU)**. The collaboration signifies a pivotal stride towards empowering students in Nagaland with tailored programs that cater to local needs, fostering positive change in the region.

Guided by the Dr. APJ Abdul Kalam Centre for Policy Research and Analysis of IIM Shillong, the MoU outlines a comprehensive framework for mutual growth. *The key objectives of the partnership encompass faculty and official capacity building, acting as a knowledge partner for research and policy development, consulting on educational initiatives, and imparting value-added skills for entrepreneurial development.*



**Shri Temjen Imna Along, Honourable Minister of Higher Education, Government of Nagaland**, lauded the partnership's potential to revolutionize higher education in the region. The collaborative efforts are set to bring about transformative changes in skilling, capacity building, and the implementation of the New Education Policy.

The MoU signing ceremony witnessed the presence of key figures including **Shri Temjen Imna Along, Hon'ble Minister of Higher Education, Government of Nagaland; Shri Atul Kulkarni and Shri Nitin Sharma, Members of the Board of Governors; and Prof. D. P. Goyal, Director of IIM Shillong**, among other officials. The

partnership holds the promise of reshaping education for the better in Nagaland.

## Collaborative Step: CeDNER at IIM Shillong Engage with Traditional Village Leaders

In an earnest move towards regional development, **CeDNER (Centre for Development of North Eastern Region)** at IIM Shillong facilitated a significant interaction and consultation meeting with the **Federation of Traditional Village Leaders of Khasi & Jantia Hills, Meghalaya**. This dynamic engagement serves as the inception of a promising collaboration between IIM Shillong and the community leaders, uniting their efforts for the advancement academic and entrepreneurial pursuits of the youth of Meghalaya.



The meeting forged a pivotal platform for both parties to deliberate on strategies and initiatives aimed at the holistic growth of the State. The collaborative venture resonates with IIM Shillong's commitment to nurturing strong partnerships that contribute to the betterment of local communities and the region as a whole.

As this alliance gains momentum, the collaboration between IIM Shillong and the Traditional Village Leaders sets a promising precedent, reflecting the institute's dedication to sustainable development and meaningful engagement with local stakeholders. Through such concerted efforts, IIM Shillong continues to play a proactive role in fostering positive change and progress within the North East Region.

## IIM Shillong and HDFC Bank Join Hands for Successful Fourth Annual Blood Donation Drive

In collaboration with HDFC Bank, the Indian Institute of Management Shillong successfully concluded its fourth annual Blood Donation Drive. This event, orchestrated by the **Ecobiz Club** on July 12, 2023, was designed to contribute to the noble cause of life-saving through













