



University of Stellenbosch Business School

Alumni

Mentorship at USB

Mentorship services
for students

Mentorship opportunities
for alumni



Why is mentoring important at USB?



Why mentorship matters

At the University of Stellenbosch Business School, the value of mentoring lies in connecting students who want to make the most of their learning journeys with alumni willing to share their insights and real-world experience.

Mentoring therefore provides a supportive, learning relationship between two individuals, where the experienced individual shares professional and personal knowledge, experience and wisdom with another individual who is willing to benefit from the exchange to enrich their professional journey.

For USB's students, mentoring can help to facilitate instruction and advice on technical skills, leadership skills,

industry knowledge, career navigation and on-the-job skills – both technical and behavioural. For USB's alumni, mentorship offers an opportunity to transfer skills and reinvest in a new generation of students.

USB offers various types of mentoring to students:

- Career and industry mentoring
- MBA or programme mentoring
- Thesis or research assignment mentoring
- Mentoring for participants enrolled in the USB Small Business Academy's Development Programme

Values guiding mentors and mentees in a mentoring relationship



Respect



Collaboration



Confidentiality and Integrity



Authenticity and Trust



Development and Encouragement



Professionalism



Caring Candidness

ROLE OF THE MENTOR:
Facilitator of learning – promoting reflection and application

ROLE OF THE MENTEE:
Active learner – questioning, reflecting and applying



USB's mentoring services for students



Mentorship offers the following benefits for you as a student:

- Improve awareness and self-knowledge
- Assist with professional goal-setting and dealing with challenges
- Expand your network and opportunities
- Provide space to share ideas
- Provide safe space for feedback
- Gain insight

The mentoring process



Mentoring rules of engagement: What to expect?

- Honest and safe conversations focused on individual goals
- Authenticity
- Mutual Respect
- A focus on topics of critical importance to mentoring are purpose, career mobility, work performance, life balance/wellness
- Needs based outcomes
- Guided by USB ethical code of conduct for mentoring relationships

USB alumni mentors' areas of expertise

The mentors on USB's Mentorship Programme offer mentoring services to students with an interest in the following industries:



Mentee's experience



Alvira Fisher:

"Mentorship has been my career anchor on so many occasions!"

Whether formal or informally, to be guided by another is truly a priceless gift. For the mentor, mentorship is a sharing task and a communication role that leverages past experiences for the benefit of another. For the mentee, it is our duty to learn from others. Make room to include as many and diverse mentors as possible – humanising holistic experiences!

Watch YouTube video [here](#)

Melanie van der Merwe:

"A pillar of strength when the climb seemed too steep"

Successfully traversing the tertiary landscape is an exciting journey. Yet, it is also daunting and stressful. As an RPL candidate, I found the journey to be exactly this. Here, the USB Mentorship Programme helped me in more ways than one. The USB team allocated a mentor to suit my experience, culture and precise needs. My mentor inspired me to reach beyond my conscious capability, academically and personally. He ensured I paced my study, and planned and maintained my reading, tests and assignments. He was a pillar of strength and a perfect listening post when the climb seemed too steep.

Watch YouTube video [here](#)



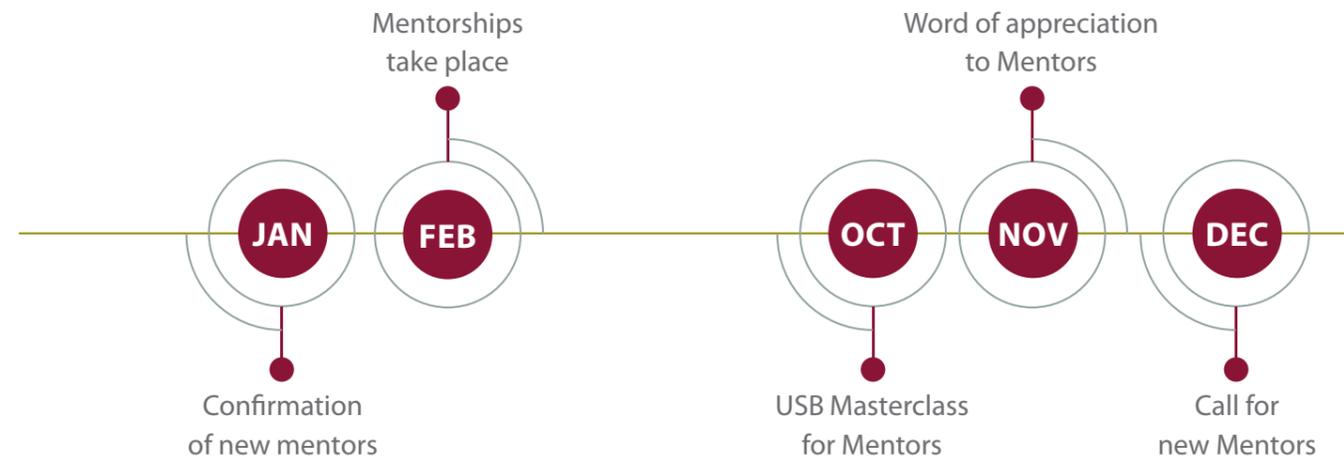
USB's Ethical Code of Practice for the Mentoring Relationship

The mentor and the mentee commit to the following:

- Uphold confidentiality
- *Show and maintain mutual respect
- *Respect boundaries
- Honest and candid engagement
- Ensure an open and effective relationship
- Meaningful conclusion of the relationship
- Maintain independence
- Respect legal, social and cultural boundaries
- Voluntary, non-financial relationship
- USB Alumni and Career Leadership

"To mentor a student is about giving back"

Timeline of the mentoring process



SBA mentorship

USB alumni from the MBA, the Mphil in Coaching programmes and other Master's programmes are eligible to become mentors for participants on the SBA's three Development Programmes (Western Cape, Eastern Cape and Stellenbosch). The alumni – all volunteers – are matched with the small-business owners enrolled on the Programme to provide support and guidance. Each SBA participant has his/her own mentor for the duration of the programme. Mentors help participants understand the challenges and opportunities in their businesses, and they find solutions

together in order for the business to grow and expand. Mentorship for small-business owners has proven to be one of the key success factors of the SBA Development Programme.

Training is provided to first-time mentors of the SBA. The core areas that are covered are: mentoring skills, the context of SBA participants, ethicality and confidentiality, and contracting.

SBA mentorship testimonials

“ It can be unsettling at times, as mentee might take detours and stay longer at water stations, but you just have to remind them why they started the race, importance and benefits of getting to the finish line. I enjoy being my mentees cheerleader and I am truly honoured to be a SBA mentor.”

Lisa Njozela, SBA mentor

“ Mentoring on the USB’s SBA programme has expanded my skillset, reinforced my knowledge of growing a small business and ultimately heightened my self-awareness. The benefits of mentoring on the programme during trying times far outweighed the commitment and time invested in the process. Whilst the network and relationships that I have established have been invaluable for my own personal development. I am honored at the opportunity to have mentored on the SBA programme and look forward to seeing my mentee reach great heights.”

Rushana Charles, SBA mentor

“ A truly meaningful opportunity to participate in the real-world potential and success of a South African entrepreneur.”

Carla Enslin, SBA mentor

“ Serving as a mentor has proven to be a rewarding experience. I have learnt more from my mentee, than they have probably have from me. Believing in someone, supporting them throughout the mental and emotional blocks, has been a rewarding experience. It allows for self-reflection and the opportunity to establish a trusting relationship with an individual interested in exploring a range of possibilities. As a mentor, you are not required to have all the answers, you are a resource.”

Nicholas Lamohr, SBA mentor

Contact information

Mentors and mentees

To register as a mentor, go to usbalumni.com

To request the mentorship services of a career and/or industry mentor, go to <https://leadyourcareer.usb.ac.za/select-login/>

To request mentorship services for the SBA, contact

JP Cronje
jpcronje67@gmail.com

Salome van Coller Peter
svc@sun.ac.za

“My mentor knew exactly how to help his mentees identify their dreams and convert that into a pathway to reality.”

- Mohamed-Ozayr Balim

USB Career Leadership Office

e-mail: careers@usb.ac.za
Web: <https://leadyourcareer.usb.ac.za/>

USB Alumni Office

e-mail: USBAlumni@usb.ac.za
Web: www.usb.ac.za/usb-alumni
Alumni platform: <https://usbalumni.com>

www.usb.ac.za

