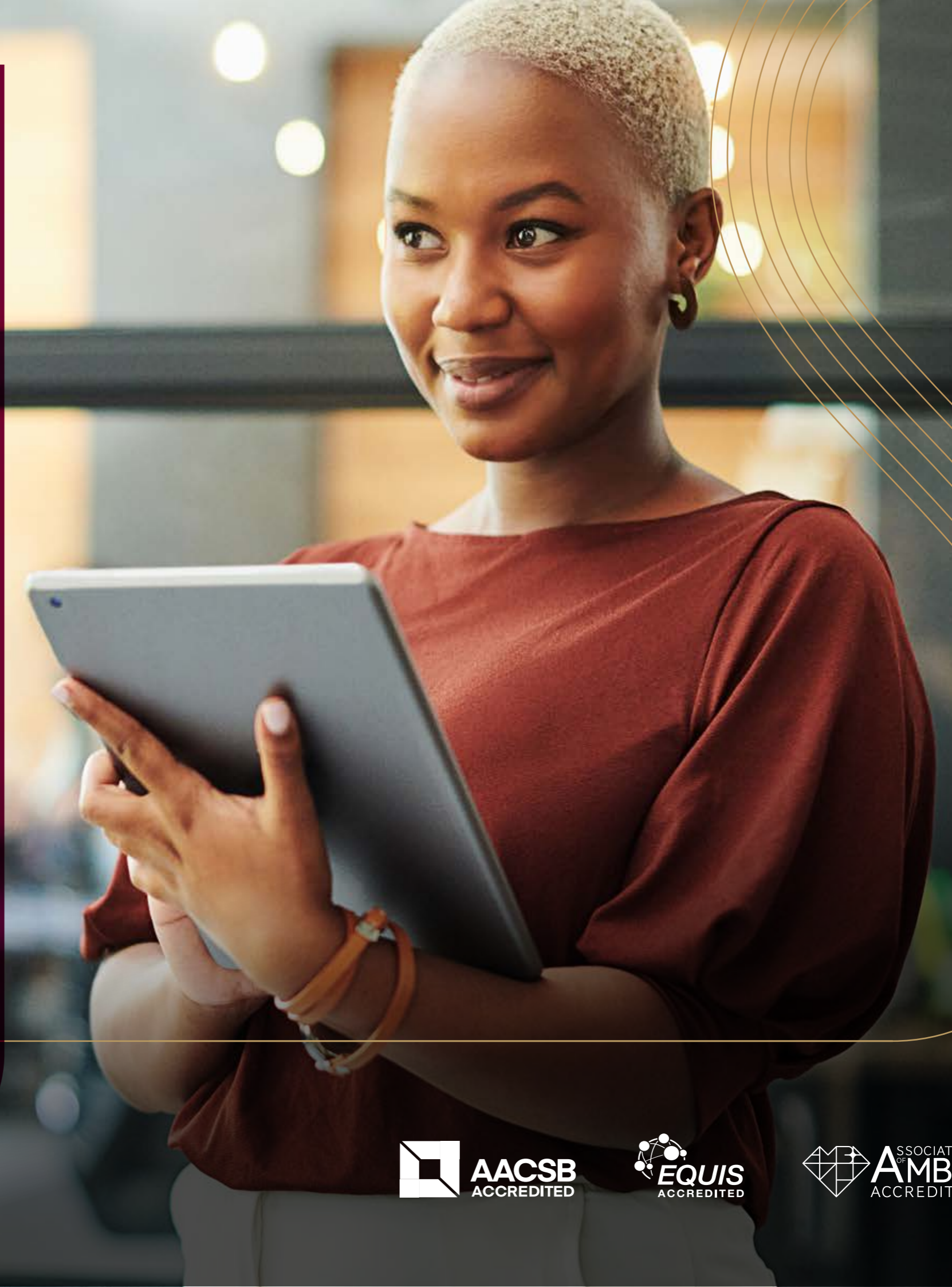




# A Guide to Mentorship at Stellenbosch Business School

Mentorship services  
for students

Mentorship opportunities  
for alumni



# Why is mentoring important at Stellenbosch Business School?



## Values guiding mentors and mentees in a mentoring relationship



Respect



Collaboration



Confidentiality and Integrity



Authenticity and Trust



Development and Encouragement



Professionalism



Caring Candidness

## Why mentorship matters

At 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 our students, mentoring can help to facilitate instruction and advice on technical skills, leadership skills, industry knowledge, career navigation

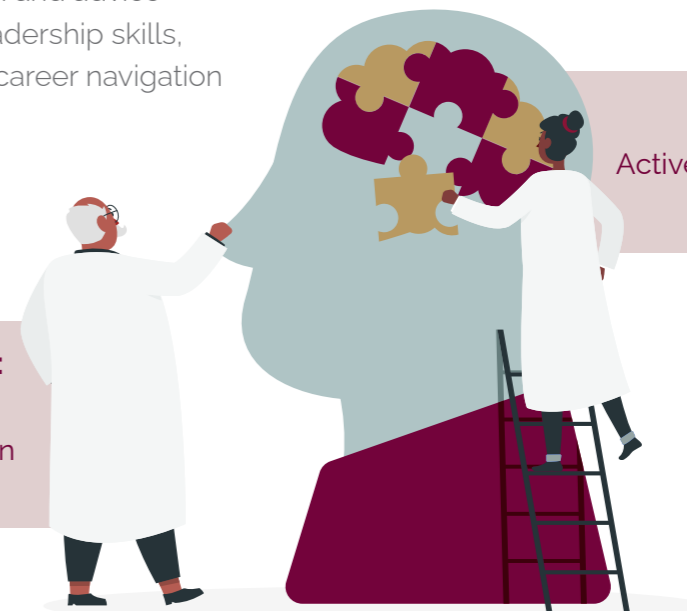
and on-the-job skills – both technical and behavioural. For our alumni, mentorship offers an opportunity to transfer skills and reinvest in a new generation of students.

### We offer 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 Small Business Academy's Development Programme

**Role of the mentor:**  
Facilitator of learning – promoting reflection and application


**Role of the mentee:**  
Active learner – questioning, reflecting and applying





# Our 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

- 

**1** Decide what type of mentoring you want and ask for a mentor
- 

**2** Book specific timeslots with your mentor and stick to them
- 

**3** Prepare each session's topics for discussion
- 

**4** Collaboratively create goals and objectives with your mentor
- 

**5** Conclude the mentorship period

## 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 the Business School's ethical code of conduct for mentoring relationships

## Our alumni mentors' areas of expertise

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

	Energy and utilities		Health care and wellness
	Business management and entrepreneurship		Scientific research and management consulting services
	Communications, marketing and sales		Information and communication technology services and platforms
	Human capital, resources and recruitment		Real estate and property development
	Financial services and insurance		Wholesale, retail and commission trade

# Mentees' 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 Mentorship Programme helped me in more ways than one. The 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.

## USB's Ethical Code of Practice for the Mentoring Relationship

The mentor and the mentee commit to the following:

**"To mentor a student is about giving back".**

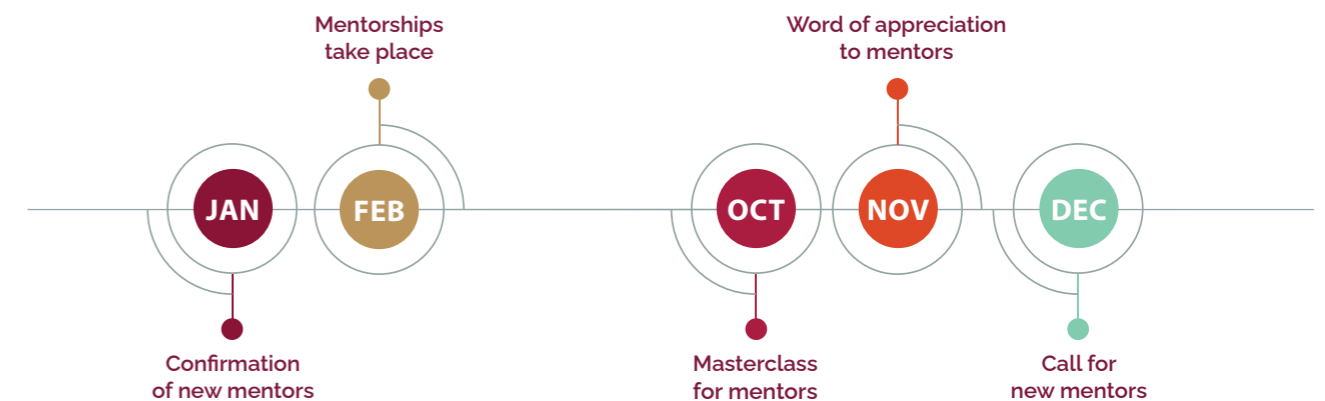
- Uphold confidentiality of the relationship
- Show and maintain mutual respect
- Respect boundaries
- Honest and candid engagement
- Ensure an open and effective relationship
- Meaningful conclusion
- Maintain independence
- Respect legal, social and cultural boundaries
- Voluntary, non-financial relationship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



Watch YouTube video [here](#)



## Timeline of the mentoring process



## Small Business Academy mentorship

Our alumni from the MBA, MPhil in Management Coaching and other Master's programmes are eligible to become mentors for participants on the Small Business Academy'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 Small Business Academy 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 Small Business Academy Development Programme.

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

# Small Business Academy mentorship testimonials

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

**Lisa Njozela, Small Business Academy mentor**

*“Mentoring on the Small Business Academy 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. At the same time, the network and relationships that I have established have been invaluable for my own personal development. I am honoured at the opportunity to have mentored on the If this one changes all must change, I do not have the authority todo so. Small Business Academy.. programme and look forward to seeing my mentee reach great heights.”*

**Rushana Charles, Small Business Academy mentor**

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

**Carla Enslin, Small Business Academy mentor**

*“Serving as a mentor has proven to be a rewarding experience. I have learnt more from my mentee than they 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, Small Business Academy mentor**

## SU LaunchLab

### Get involved with mentoring world-shaping startups

Do you have startup experience, energy and passion to dig-in and support a new entrepreneur as they get ready to launch a business? Then we have a Mentorship opportunity for you.

At Stellenbosch University LaunchLab our mission is to transform seemingly impossible ideas into world-shaping businesses. We have the amazing job of taking Intellectual Property from Stellenbosch University and commercialising it as startup companies so that it may reach a mass audience.

We also work with companies from across the local and international ecosystem to help grow their business.

Our focus is to be the leading 0 to 1 incubator for the Global South. We make this happen through our various incubation programs, providing access to a robust network of connections, creating an immersive, supportive community. The SU Launchlab team is passionate about making sense of ambiguity and volatility.

### The LaunchLab Incubation Programs

Program	Duration	Focus	Purpose	Outcome
Countdown	8-week	Design Thinking Lean Startup Foundations	Business Diagnostic	Determine incubation journey & best next program
Lift-off	12-week	Scale Strategy Systems & SOPs Foundations for Scale	SME Foundations	Small business is prepared to grow its customer base in a scalable manner
Supernova	12-week	Expansion Strategy Team Structure & Culture Fundraising	SME Growth	Business is prepared to go deeper in segments or scale to new markets
Orbit: Alumni Club	On-going	Market Access Thought Leadership Inspiration	Community	Support, learning & continuous improvement

### Become a SU LaunchLab Mentor now!

Submit your mentor application form here:

<https://launchlab.co.za/2020/10/15/vacancy-su-launchlab-mentor/>

Telephone Number: +27 21 808 9494

e-mail: [info@launchlab.co.za](mailto:info@launchlab.co.za)

Physical Address: Hammanshand Road, Stellenbosch, Western Cape, South Africa

[www.launchlab.co.za](http://www.launchlab.co.za)

# LaunchLab testimonials

*"I found the entire programme to be an incredibly enriching experience. Highlights included engaging with passionate young people as well as the dynamic LL team, applying much of what I learned in my MBA, and digging into a very sensible approach to entrepreneurship. The best endorsement I could possibly give is to say that I am signing up for another stint as a mentor!"*

**Leana Kotze**

*"Learning happens everywhere, in any shape and form. For me this unknowingly happened while I was supporting these companies and figuring out the detail that will help them scale and grow."*

**Jacques Pienaar**

*"During my time as mentor at LaunchLab, there was no doubt in my mind that I was helping companies that had a real thing going for them. You feel part of something big that will have an impact. It really makes it worth the effort and time spent!"*

**Gaetan Phillipart**

*"I would like to thank LaunchLab for giving me the opportunity to be a mentor for the countdown programme. It is such a pleasure working with these entrepreneurs and helping them better understand and refine their innovation and ideas."*

**Nolene Singh**



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

**Mohamed-Ozayr Balim**

## Contact information

### Mentors and mentees

To register as a mentor, go to  
<https://stellenboschbusinessconnect.com>

### To request mentorship services for the Small Business Academy, contact

JP Cronje: [jpcronje67@gmail.com](mailto:jpcronje67@gmail.com)  
Prof Salomé van Coller-Peter: [svc@sun.ac.za](mailto:svc@sun.ac.za)

### Alumni Office

e-mail: [alumni@StellenboschBusiness.ac.za](mailto:alumni@StellenboschBusiness.ac.za)  
Web: <https://www.stellenboschbusiness.ac.za/alumni>  
Alumni platform: <https://stellenboschbusinessconnect.com/>

**[www.stellenboschbusiness.ac.za](http://www.stellenboschbusiness.ac.za)**

