

BEST PRACTICES I

1. Title of the Practice

ALUMNI STUDENT MENTORSHIP

2. Objectives of the Practice

DJAME Alumni-Student Mentorship Program enables alumni to share their professional and personal experience with current DJAME students. The alumnus, will advise students on academic guidance, career advice and personal development. Mentors and mentees will connect on a regular basis (at least once a month).

Alumni-Student Mentorship Program was initiated with the following objectives:

- Assist mentee in choosing the area of specializations
- Discuss with mentee career opportunities, companies and industries
- Guide mentee in developing skills required for the industry
- Be a role model to the mentee

3. The Context

As an alumni mentor, each alumnus will provide student(s) academic guidance as well as professional and personal development advice. The mentors' insights on managing change and overcoming difficulty can have a deep impact, particularly while facing interviews and when the students are ready move to the industry. During the mentorship program a student creates an action plan for the year ahead and also help in building their network.

4. The Practice

The practice is, the institute develops a mentorship program timeline which begins with inviting consent from alumni to be mentors. After which, the matching process begins where newly joined (student) will be paired with an Alumni (mentor) based on the career interests of the student. After the match announcement both mentor & mentee will start interacting.

The mentor will share his/her career path after education; they will also guide the students to join any professional bodies as member that will help them for their future. Guide students on certifications and other skill building activities. The mentors help in reviewing and guiding the student in resume preparation and interview preparation. Mentors conduct mock interview which will help the students to identify and rectify their mistakes. They also have discussions on the skills needed in the workplace and guide them on the potential job opportunities, sharing their idea about different job search methods, internship opportunities,

sharing professional network contacts on professional social media platforms. The progress of the program is reviewed once in 6 months by the Program coordinator.

With 19 batches of students graduating the institute has close to 1100 alumni. A significant number of alumni are in distinguished positions across industries around the world. The mentoring program is a unique opportunity for the students to talk with professionals who were once students in their shoes.

5. Evidence of Success

This practice gives the students of DJAME an amazing opportunity to build a professional network. This program has helped in increasing meaningful engagement for both alumni and student. This has opened up internship and job opportunities from the mentors' company or through their referrals. This initiative has also given alumni an important opportunity to reconnect with their alma mater. This program gives alumni the opportunity to cultivate and recruit promising young people to their place of employment after graduation.

6. Problems Encountered and Resources Required

The challenges & issues in implementing this practice are:

- Few students may feel little hesitant and not very open to discuss his/her problems with the mentor.
- To find a time to spend with their mentees may at times a problem for the Alumni Mentors
- Student might expect that this mentorship will definitely give them an internship opportunity or job opportunity.
- The student might take the mentor for granted and disturb them very often may affect the alumni institution relationship.

BEST PRACTICES II

1. Title of the Practice

WEEKLY BUSINESS PRESENTATION.

2. Objectives of the Practice

What are the objectives / intended outcomes of this “best practice” and what are the underlying principles or concepts of this practice (in about 100 words)?

DJAME is dedicated to the proposition that students can learn only through experience. The institute regards this intention as growing people from the inside and not just transfer of capability from the outside. The Academy’s pedagogical methodology encompasses a myriad of direct and indirect processes providing opportunities to explore the dimensions of corporate life. Weekly Business Presentation is one such opportunity which is conducted with the following objectives:

- To analyse the business happenings in the macro and micro industry environment to keep the student’s business acumen at its peak.
- To keep the students updated on the current affairs
- To inculcate reading habits among students
- To develop presentation skills

3. The Context

Students get to collate data about the business progress on a weekly basis and project their interpretations of the various business scenarios and how it is handled in an environment which is aimed to drive growth and success. An informative presentation of this kind will ensure thought provoking discussion and analysis among students.

Through this the students learn about the chosen industry. They also get an opportunity to listen to business presentations made by other students through which they gain knowledge about several industries, organisations, business models, etc.

4. The Practice

Describe the practice and its uniqueness in the context of India higher education. What were the constraints / limitations, if any, faced (in about 400 words)?

Students in DJAME will form a team of two on a weekly basis and present a contemporary business topic selected from any business magazine or business newspaper. Weekly a one and a half hour session is scheduled for this business presentation with exclusive faculty coordinator. Each week the faculty coordinators will map the teams that should participate and will also help students in selecting the articles from the available resources. This practice

will motivate students to come forward for any kind business competitions and to hone their communication and presentation skills.

Allocating a session for this business presentation in the academic time table to improve the skills of the students and deputing exclusive faculty coordinators for this purpose makes this initiative unique and significant.

5. Evidence of Success

This practice has built the confidence level of the students in giving a social talk, fine-tuned their communication and presentation skills. The result of this practice is felt when students interact with corporate leaders in various forums of the college like Corporate connect, CXO connect, Alumni Connect and Duologue and when they raise pertinent questions. The speakers of these forums have applauded the students for their knowledge and for the questions asked.

6. Problems Encountered and Resources Required

The Problems encountered in implementing this practice are:

- Weekly only one session is given so students get the opportunity to present only once in a fortnight
- To allocate more time for this session during regular academic schedule is a major difficulty.
- The continuous review of students on their presentation skills which is poor may demotivate the students.