Welcome to the Fisher College of Business Honors Finance Mentorship Program! Thank you for choosing to volunteer your time to mentor a student. The Honors Finance Program is in its first year and we feel that it is critical to leverage our amazing alumni to enhance the student experience. Your guidance and business expertise will be of great benefits to their professional development.

As a mentor, we hope the program provides you with the opportunity to:

- Use your knowledge/career expertise to guide a student.
- Share/discuss career tracks and career lessons learned.
- Expand your network with fellow mentors and business leaders.
- Tap into this program for your Company’s recruiting efforts.
- Help students understand the relevance of their academic studies.
- Teach students what tasks and issues executives face.
- Discuss attributes/experiences companies are looking for in potential candidates.
- Stay connected to The Ohio State University and Fisher College of Business.

We’re confident you will find the Honors Finance Mentor Program to be a fulfilling and enriching experience. We look forward to having your support and feedback to make this program even better in Year 2.

Thank you!

**Birsel Pirim PhD**  
Asst. Professor - Clinical  
Director of Finance Honors Program

**Fisher College of Business | Department of Finance**  
242 Fisher Hall, 2100 Neil Avenue  
Columbus, OH 43210  
614-688-1289 Office / 614-531-8949 Mobile  
pirim.1@osu.edu
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Welcome &amp; Program Administration</td>
<td>1</td>
</tr>
<tr>
<td>Program Goals &amp; Expectations</td>
<td>3</td>
</tr>
<tr>
<td>Characteristics of Successful Mentors</td>
<td>4</td>
</tr>
<tr>
<td>Tips for a Successful Relationship</td>
<td>4</td>
</tr>
<tr>
<td>Semester by Semester Overview</td>
<td>5</td>
</tr>
<tr>
<td>Month-by-Month Suggested Activities &amp; Topics for Discussion</td>
<td>6-7</td>
</tr>
<tr>
<td>Additional Enrichment Ideas</td>
<td>8</td>
</tr>
<tr>
<td>Program Events</td>
<td>9</td>
</tr>
<tr>
<td>Thank You</td>
<td>10</td>
</tr>
</tbody>
</table>
GOALS

The goal of the Honors Finance Mentor Program is to foster a successful mentoring relationship between students and finance professionals. The program matches students and volunteer mentors based on areas of expertise and students’ particular needs and career interests.

As Director of the Honors Finance Program, I am responsible for:

» Developing program goals and objectives
» Program recruitment
» Coordinating the match between mentors and mentees
» Providing resources to foster a successful mentoring relationship
» Supporting mentors and mentees in the event of questions or difficulties

EXPECTATIONS

Throughout the program I expect the relationship with your mentee to naturally evolve on its own; however, we do encourage the following commitments:

» Enthusiastically participate in the program
» Have at least 1 interaction with the mentee per month
» Review and discuss career objectives
» Provide perspective, guidance, and feedback
» Communicate feedback/questions/concerns to me directly

In turn, I encourage students to commit to the following:

» Enthusiastically participate in the program
» Initiate interactions with the mentor
» Actively seek guidance and feedback
» Prepare for interactions
» Use mentor time wisely
» Communicate feedback/questions/concerns to me directly
SUCCESSFUL MENTORS

CHARACTERISTICS

According to past student-mentee relationships at Fisher, successful mentors are willing to invest time, show an interest, create an “easy-to-talk” to environment, and provide valuable insight into career industries and business culture.

Time Investment
Although we encourage you to invest at least 1 hour per month of your time, it’s not so much about the amount of time you spend with your mentee, but how you spend the time. Teach your mentee how to get the most out of you if your time is limited. Negotiate and come to an agreement on your expectations of the relationship; how you’ll work together; how often you’d like to meet; confidentiality, and other items. Setting expectations up front sets the tone for the relationship.

Shows an Interest
The first challenge is to help a mentoring relationship be a true partnership. You volunteered to be a mentor because you are interested in helping others. Creating a two-way street for communication is vital to the success of the relationship. Making the mentee do all the approaching can be a barrier to building a foundation of ease in the relationship. Consider informally reaching out to your mentee, outside of your normal meetings, at least once per month to show them you are just as invested in the relationship as they are.

Creates an “Easy-to-talk-to” Environment
Take plenty of time to build trust. We ask that you spend time getting to know each other and build the relationship before formally tackling the mentee’s objectives. Although the matching process took into consideration similar career interests to create an effective relationship, pairs may have different perspectives and backgrounds. Managing those differences will be a valuable part of the relationship. Making time to identify similarities and differences, and how they can both maximize the relationship, can help create an open “easy-to-talk-to” trustworthy environment.

Offers Professional Guidance
Students chose to participate in the program to learn from your practical career experiences, wisdom, and lessons learned. They are eager to learn about your career history and how they too can be successful in their chosen career field.

When providing guidance, it is important to remember that you are not there to tell them what to do, but be an active listener who asks questions to help them figure out the answers on their own.

Tips for a Successful Relationship

» Establish a meeting calendar
» Attend the program events as your schedule permits
» Set goals and plans for your time together – do not always use meeting time to “get to know each other”
» Include an element of fun – keep the relationship fresh and dynamic
» Continuously reflect on goals and objectives
» Support one another throughout times of change and challenge
Autumn Semester 2020

Over the 16 week semester, junior students complete the following academic classes together with top faculty as part of the Honors Finance Program:

- Financial Data and Analysis
- Global Finance
- Seminar

Winter Break

Spring Semester 2021

Over the 16 week semester, junior students complete the following academic classes together with top faculty as part of the Honors Finance Program:

- Corporate Finance
- Investments
- Seminar

Summer 2021

During the summer break period between the first and second year of the program, most students accept internships to gain experience in their area of specialization. Reading/reflection assignments are completed as well.

Academic Year 2021-2022

Now returning as Seniors, students will continue to take seminar a capstone course in the Fall semester together along with project for non-profit organizations in Spring semester.
In an effort to help guide your relationship and give you insight into the Honors Finance experience, below is a list of suggested activities and corresponding discussion topics for each month of the program. There is a list of other additional activities and discussions on page 8 should you want more ideas. In addition, you may incorporate these reflective questions after each meeting:

» What went well?
» What could have made the meeting better?
» Did the meeting achieve its goal?
» What was something you learned?

The activities, topics, and frequency of interactions should be used only as a guideline. As the relationship evolves, please draw upon other developmental activities and discussions from your own experiences.

**SPRING SEMESTER 2021**

<table>
<thead>
<tr>
<th>Jan/Feb</th>
<th>Suggested Activities</th>
<th>Set up a meeting schedule</th>
</tr>
</thead>
</table>
|              | Suggested Discussion Topics | - Share your reason for becoming a mentor  
|              |                      | - Exchange educational, career, and background information  
|              |                      | - Decide together how you will communicate and expectations going forward |

<table>
<thead>
<tr>
<th>March</th>
<th>Suggested Activities</th>
<th>Meet for coffee/breakfast/lunch or exchange emails</th>
</tr>
</thead>
</table>
|              | Suggested Discussion Topics | - Share your company mission and objectives  
|              |                      | - Discuss the business culture of the past, present, and future  
|              |                      | - Critique the students resume  
|              |                      | - Networking best practices |

<table>
<thead>
<tr>
<th>April/May</th>
<th>Suggested Activities</th>
<th>Meet for coffee/breakfast/lunch or exchange emails</th>
</tr>
</thead>
</table>
|              | Suggested Discussion Topics | - Share stories from your internship experience and others you may have managed.  
|              |                      | - A few things to do during their summer.  
|              |                      | - A few things to avoid during their summer. |

**Summer**

| Suggested Activities | Email/call mentee to see how internship is going. |
### Year 2 (for Seniors once we are into annual cadence)

**Fall Semester (Sept – Nov)**

<table>
<thead>
<tr>
<th>Suggested Activities</th>
<th>Suggested Discussion Topics</th>
</tr>
</thead>
<tbody>
<tr>
<td>Meet for coffee or lunch</td>
<td>Recap internship experience and help with offer decision</td>
</tr>
<tr>
<td></td>
<td>Reactions to the first year of the Honors Finance Program</td>
</tr>
<tr>
<td></td>
<td>Discuss leadership and team experiences thus far</td>
</tr>
<tr>
<td></td>
<td>Feedback on mentee’s progress throughout the Program</td>
</tr>
<tr>
<td></td>
<td>Align on goals/expectations for mentee in year 2</td>
</tr>
<tr>
<td></td>
<td>Discuss the service learning aspect of the Program</td>
</tr>
</tbody>
</table>

**Spring Semester (Jan – Apr)**

<table>
<thead>
<tr>
<th>Suggested Activities</th>
<th>Suggested Discussion Topics</th>
</tr>
</thead>
<tbody>
<tr>
<td>Invite your mentee to “shadow” you for a half or full day</td>
<td>Professional resources and associations</td>
</tr>
<tr>
<td></td>
<td>Attend an industry networking night or CPE event together</td>
</tr>
<tr>
<td></td>
<td>Introduce your mentee to someone in your network</td>
</tr>
<tr>
<td></td>
<td>Provide guidance on the political do’s and don’ts in the office</td>
</tr>
</tbody>
</table>

### CONTINUING THE RELATIONSHIP

Typically students participate in professional internships during the summer months between the 1st and 2nd year of the Program. The student can still benefit from having guidance throughout this experience. As your schedules permit, we encourage you to informally continue communications with your student mentee beyond the official closing of the mentor program post graduation.
SUGGESTED ACTIVITIES AND TOPICS FOR DISCUSSION

MORE IDEAS FOR ENRICHING THE EXPERIENCE

Below is a list of possible development activities and discussions that you may engage in with your mentee at any time during your relationship:

» Ask your mentee to attend a business meeting with you
» Invite your mentee to company networking events and introduce them to at least two people who could be helpful to them
» Explain real business case scenarios
» Involve your mentee in a project, if applicable
» Offer to give your mentee a tour of your company
» Invite your mentee to breakfast/lunch/dinner/coffee
» Loan a book to your mentee and discuss/share thoughts and reactions
» Help your mentee clarify their personal vision – what would they like to be remembered for in the next five years?
» Ask the mentee to take the lead on your mentoring sessions; propose an agenda, keep the meeting going, summarize discussions.
» Explain some of the “unwritten rules” you’ve learned about being successful
» Teach your mentee a step-by-step process that you know very well
» Have your mentee teach you something
» Link-up with another mentor-mentee pair for lunch or another activity
» Do volunteer work together
» Help your mentee identify classes to take
» Share your experiences working in and leading teams
We invite and encourage you and your student mentee to attend our program events as your schedules permit. These voluntary events will give you the opportunity to continue building your relationship, in addition to networking with other students and mentors. Formal electronic invitations and details will be sent to you before each event. If you cannot attend in person, we will also have virtual Zoom session so you can still participate.
Thank You!

We understand that the program involves a dedicated time commitment on your part. Thank you in advance for all of your efforts throughout the duration of the Honors Finance Mentor Program. Please know that the insight and guidance you will provide your student mentee is invaluable. It is because of you that will allow this program to be a success through creating a meaningful experience for the students.

We are here should you have any questions, concerns, or would like to request additional resources. Please do not hesitate to contact us at any time.

Best wishes for a successful partnership.

Go Bucks!!