

# Dr. Akhilesh Das Gupta Institute of Technology & Management

## Report on “The Science of Leadership through the Art of Mentoring”

By Dr. Niranjana Bhattacharyya

- Dated:** 29/11/2021
- Department:** Electronics and Communication Engineering
- Venue:** Auditorium
- Objective:** This program aimed to enhance the leadership qualities through the art of mentoring.
- Activities:** The Director (IQAC) ADGITM, Prof. (Dr.) Niranjana Bhattacharyya has taken the initiative to refine the ways of mentoring. He has told that mentoring is an essential feature to render equitable service to all the mentees having heterogeneous background. He cleared the difference between leadership and mentoring.
- He categorised the session to make it easier to understand the relationship between mentor and mentee. In the first section Dr. Niranjana has told about the mirror test that mentee will not do what you tell them to do but do what you do. As efficiency is less important than effectiveness. After that he remarked some attributes of a good mentor such as avoid gossips, be honest, be humble, learn to say sorry. He furthermore elaborated few aspects of right approach like leading from front, talk about delayed gratification, persistence, promotion of activities. He generalised some points which the mentor should avoid such as partiality, bouncers, negative self-talk, frequent referrals of higher authority. He has assigned the groups of students to each mentor who would perform the mentoring duties. The system is created to augment the student-centric teaching and development.
- Dr. Niranjana encouraged the teachers about how it is vital to be up to date with the latest techniques and keep brushing up their skills of mentoring. Teachers interacted and cleared their doubts about the problems that they were facing while mentoring. He furthermore guided the teachers that mentoring is one of the key aspects of student support in higher education. At last the faculty of all other departments appreciated and thanked Dr. Niranjana for sharing his wisdom and for taking his valuable time.

- Aim of the Mentoring program:
1. To flourish the mentoring qualities
  2. To minimize student dropout rates.

3. To aware teachers about how to identify and understand the plight of slow learners and encourage advanced learners.

**Outcomes:** Teachers interacted and cleared their doubts.

**Beneficiaries:** Faculty of all departments.

**Photographs:**



