Change happens through people. In this 3-credit, 15-week online course, master the use of mentoring and coaching tools to evoke the greatest potential from employees. With the support of a Rensselaer at Work Master Mentor who leads the course, refine your personal capacity to use mentorship as a conduit for change. Completion of the course empowers a leadership practice that sustains an organizational culture ready for change and innovation.

Projects

Project 1: Building Mentorship Capacity

Develop your ability to mentor others to achieve the highest level of performance by using the Rensselaer Development Model (RDM). This begins by understanding your current orientation as a mentor by taking an EQ-I assessment to be reviewed individually with the faculty mentor. Then, establish goals as the mentor you aspire to be.

Projects 2, 3, and 4: Mentorship Experiences

Mentor three individuals of your choosing. Develop an authentic and sincere relationship with each, meeting weekly to establish goals and determine follow through on agreed-upon objectives. Engage in this cycle to hone your skills as an effective mentor. During the course’s synchronous sessions, participate in a series of mentorship circles with others in the course to share challenges, successful approaches and achievements. In the end, re-evaluate your mentorship abilities with the Rensselaer Master Mentor to achieve your best practice.

Outcomes

Completion of the course enables you to:

- Evaluate the achievement of goals and make recommendations for individual performance improvement
- Deploy the Rensselaer Development Model as a mentoring framework to engage employees and evoke their greatest potential
- Use reflective listening, SMART goal setting, and planning to align people with organizational and unit direction
- Facilitate purposeful meetings with employees to achieve results
- Practice creating an open dialogue to get to the heart of real issues

Features

Live, online synchronous sessions are scheduled every 2-3 weeks throughout the semester with the instructor and professionals from various industries also participating in this course. Sessions are designed to cultivate your understanding of course concepts and guide your approach as you gain insights from others’ experience.

Technology

This course is offered through the RensselaerStudio, providing ease of access to all course technologies and software required, any time, anywhere. Synchronous sessions are held via Zoom.