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# Two-Year Mentoring Curriculum Explores Strengths, Values, and Service

# Overview

- Started apx. 2009, in conjunction with BADM 100 (Freshmen Seminar)
- Apx. 18 Peer Mentors for a class of apx. 90 first-year students
- Formal training began under new leadership in 2016
- Training considered Peer Mentor development, experiences, and goals



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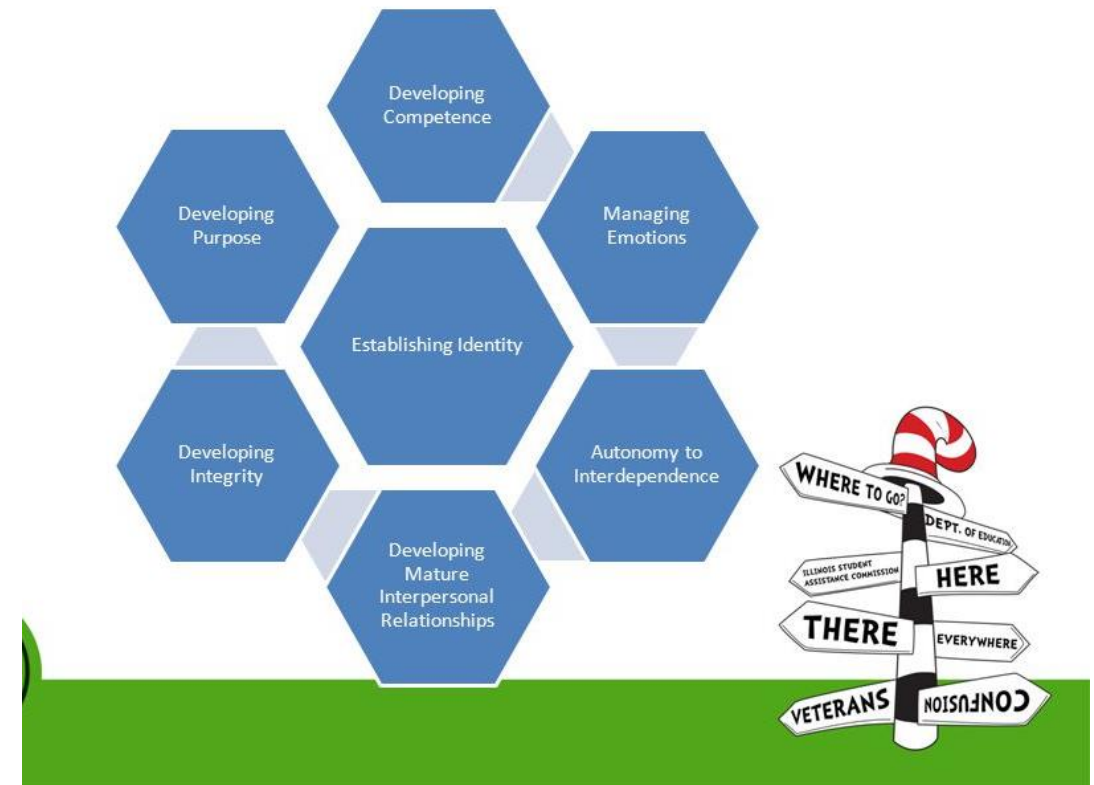
# Identity Development

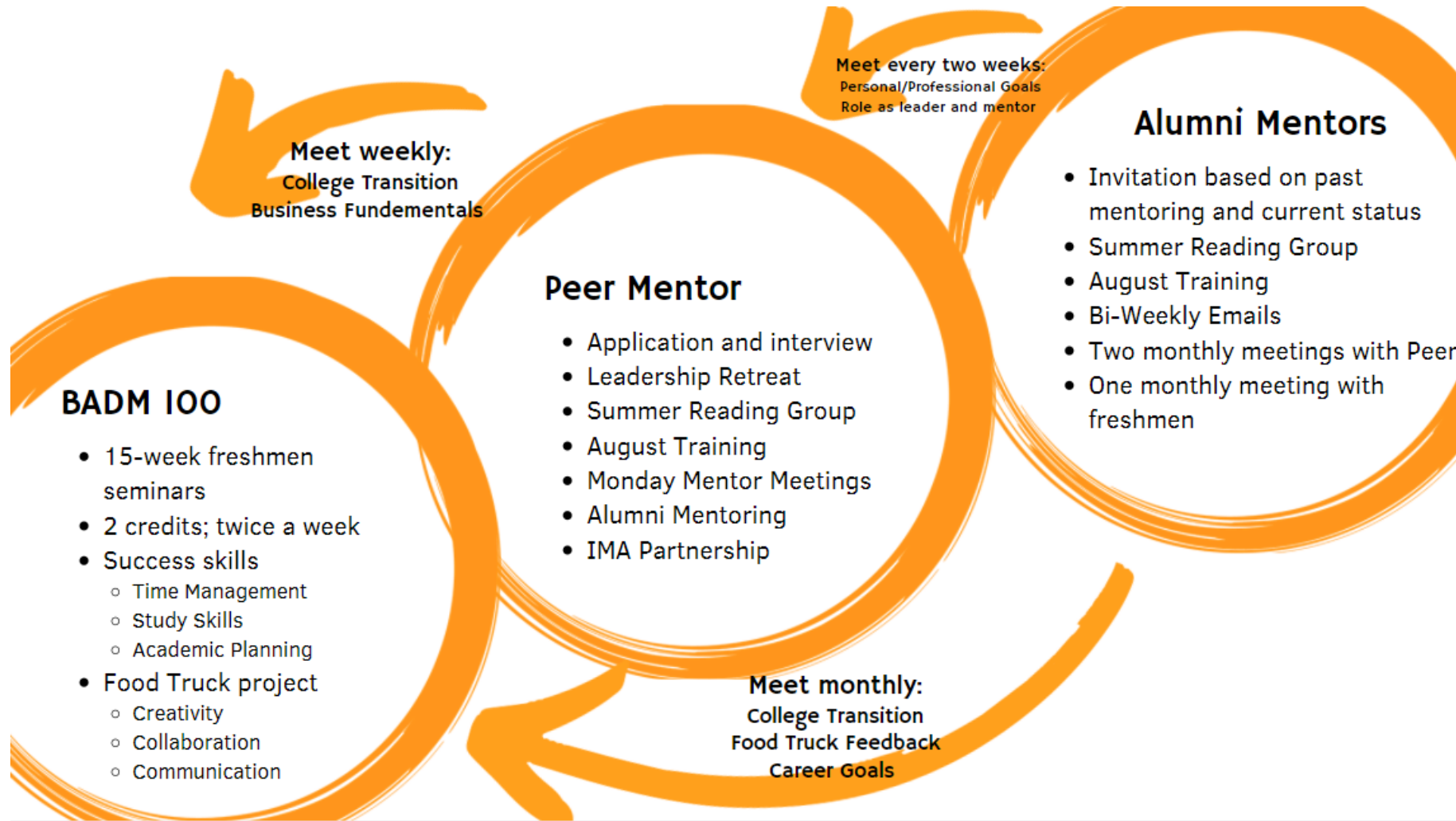
- Developing Competence
- Managing Emotion
- Moving Towards Interdependence
- Developing Mature Interpersonal Relationships
- Establishing Identity
- Developing Purpose
- Developing Integrity



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## Chickering's Seven Vectors





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# On-Boarding our Mentors

- Open applications and faculty recommendations
- Interviews
- Spring Leadership Retreat
  - StrengthsFinder
  - Communication
  - Theme Kickoff
- Summer Alumni Reading
- August Training
- Weekly meetings



# Year One

*"This program allowed for forward-thinking, goal-setting, positivity, and growth. It made me realize that I need to work on myself before I can help others. This program gave the mentors their own curriculum. The speakers and activities provided me with support."*

- Belonging
- Engaging Others
- Time, priorities, & Goals
- Values & Emotions (VIA)
- Skills & Strengths (Myers Briggs)
- How you Lead
- Who You Lead
- Reflection & Letters
- Mission Statement

## IMA partnership:

- Leadership & Mentoring
- Relationships
- Identity
- Professionalism



# Year Two

*“As a leader, a mentor must be purpose-driven in his/her work. Community service allows for individuals to see firsthand the purpose in which he/she is working to make a difference in lives. This increased social awareness makes room for people to learn and grow, while also cultivating skills to better lead with purpose.”*

- Importance of Service & Self
- What’s your cause and why? Reflection on personal cause
- What’s your cause and why? Reflection on group cause
- Community Impact & Outreach
- Who is your why, what problem are you addressing?
- SELF: yoga, pilates, something for yourself
- How to serve in & out of your career: Thinking outside the Box
- Reflect on your service and application
- Service Project - Group presentations



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# Three Generations

*"Kaylyn was an awesome mentor. She helped me not only work through the semester but gave me professional advice but helped me secure an internship with her firm. She has talked with me about staying connected even into next semester and I am so excited. She was the best mentor for me!"*

## Meet Rebekah

- Sophomore Marketing/Comm major
- Struggled with Time Management freshmen year
- In the band
- Peer Mentor



## Meet Venna, Abbie, Casey, Hope, & Amanda

## Meet Emily

- 2016 Healthcare Management graduate
- Changed majors
- Served as a mentor
- Has had three jobs since graduating
- Just finished her MBA
- Second-Generation Camel

**100%** of Peer Mentors “strongly agreed” that their Alumni Mentor offered tangible professional advice, made them feel more confident in their career next steps, offered personal encouragement, and made a positive impact on his or her growth.





# Peer Mentor Growth

- We asked the Peer Mentors to rate their knowledge and/or confidence in 14 areas in August and asked the same set of questions in December.
- Significant raises in knowledge/confidence came in the areas of values, strengths, presentation skills, and asking for help. The most notable change was in the area of “Calling & Mission”. After a semester in our Peer Mentor leadership program, each Peer Mentors had a clearer sense of his or her calling/mission is and how to communicate that and live it.

	Personal Strengths	Values	Calling & Mission	Campus involvement	Campus Resources	Belonging on campus	Teamwork
August	4.11	4.22	2.88	4.0	4.1	4.11	4.33
December	4.57	4.71	4.29	4.29	3.71	4.43	4.71
	+.46	+.49	+1.41	+.29	-.39	+.32	+.38

	Communication	Presentation Skills	Time Management	Mentoring	Leading	Motivating	Asking for Help
August	4.55	4.0	4.33	4.33	4.55	4.22	3.22
December	4.86	4.71	4.14	4.86	4.86	4.57	4.14
	+.31	+.71	-.19	+.53	+.31	+.35	+.92



# Curriculum Template

- Kickoff and Retreat
- Overview
- What's your why?
- Research and application
- Action
- Personal Reflection
- What's your why?
- Sharing Results



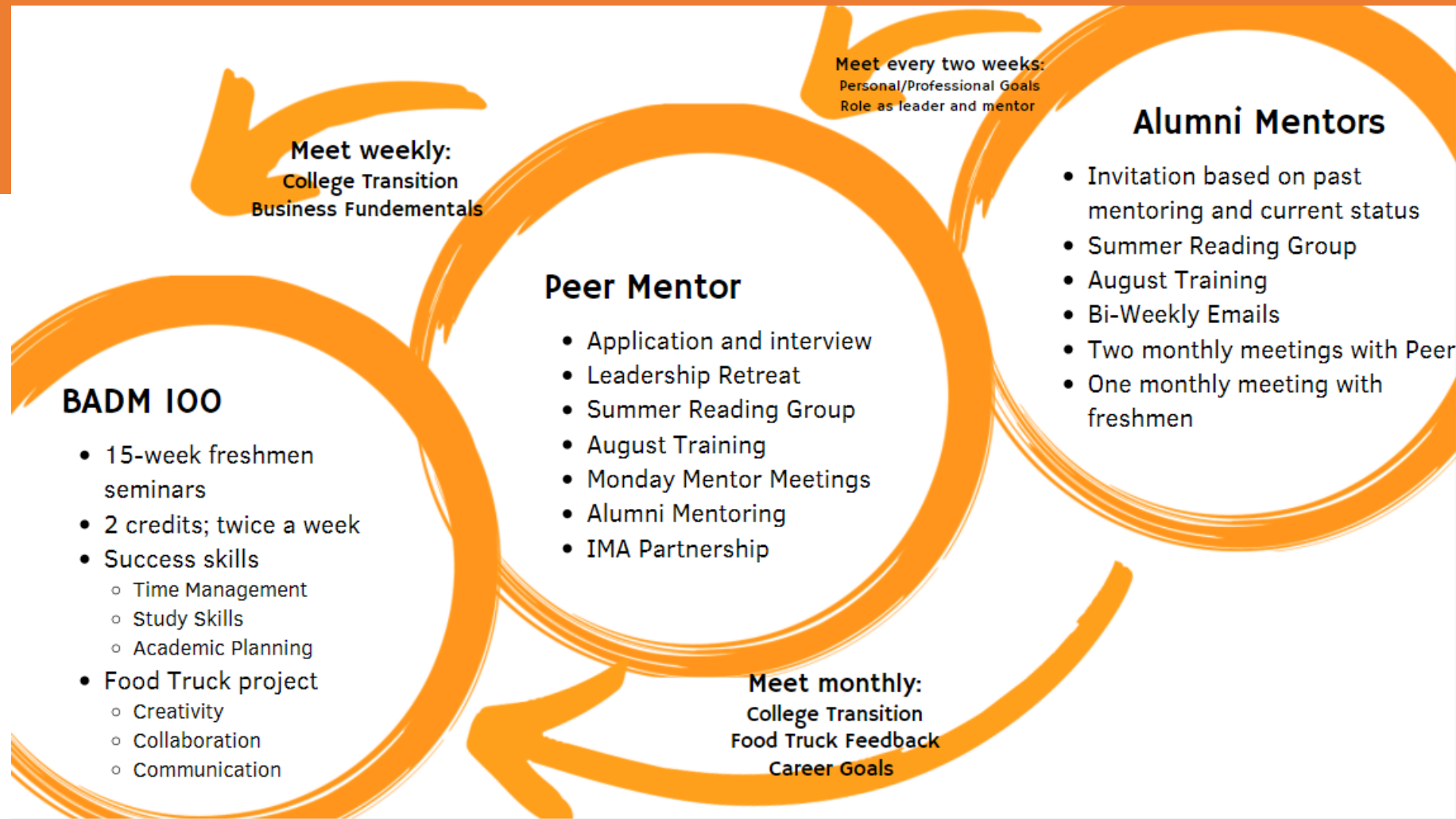
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# How to Create your own Peer Mentor Development Curriculum

- Who are your mentors?
  - What do they need developmentally?
  - Who do they need to be trained to mentor?
  - What would they enjoy?
- What is your timeline?
- How will you assign your mentors/mentees?
- What are your resources?
  - Dedicated staff
  - Campus partners
  - Experts
  - Texts
  - Technology
  - Space and time



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# Thank you!

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