



University of
West Florida

College of Business

Preparing students for successful careers and lives.

EXECUTIVE MENTOR PROGRAM

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Fall Faculty Forum

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Workforce Readiness Gap



- Business executives expect graduates to begin with core basic knowledge **and** the ability to apply their skills in the workplace.
- **Nationwide Gap:** Applied skills of professionalism, communication, leadership, critical thinking and self-confidence.
- **Solution:** Executive Mentor Program launched Fall 2012



EXECUTIVE MENTOR PROGRAM

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High Impact Program

Description of Executive Mentor Program:

- Undergraduate and graduate students
- Partnered one-on-one with local business executives
- Network, learn from experience, and establish professional connections.
- Mentor serves as a coach and role model
- Share personal, business and professional experience, knowledge and skills to help the student prepare for and be ready to enter the business world.

Goals & Objectives:

- Prepare students for successful careers in business by integrating academic learning with real-world experiences.
- 100 participants (50 students matched with 50 mentors for a year.)



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Matching Mentors & Students

- Mentors are paired with students based on academic backgrounds, career fields, common interests, and/or availability.
- Students and Mentors commit to meet 1 – 2 hours per month throughout the academic school year.



- Meet at mentors' workplace
- Coffee at Starbucks
- Attend Rotary luncheon
- Shadow during a business meeting or sales call
- Attend Board meeting
- Meet on UWF campus
- Attend lectures, seminars, or workshops together



Enriching Speaker Series

Student
enriching
activities,
training and
networking
events.



Meet & Greet
Networking Events



Quint Studer
Employee Engagement



Marine Corps.
Leadership Workshop



Navy Diversity & Inclusion Workshop



“What Employers are Looking For”
Panel Discussion



Mark Whitaker (“*The Informant*”)
Ethics

Unique Conference

(for students, faculty, community members)

Women in Leadership

DESIGNING YOUR FUTURE



- Inaugural Year: more than 400 attendees
- Keynote speakers, panel discussions, networking



Benefits to UWF Students

- High quality student experience
- Professional development
- Clarify career goals
- Workforce readiness
- Business connections
- Networking skills
- Career success
(enhance opportunities
for future internships and jobs)



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Benefits to University of West Florida

- Enhance high quality business program
- AACSB Accreditation (AACSB highlighted this UWF program as an “Effective Practice”.)
- Regional, national and international recognition
- Enrollment growth through recruitment and retention
- Community engagement and partnerships



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Benefits to Business Executives

- Opportunity to pay-it-forward/give back
- Personal satisfaction
- Workforce readiness of future recruits
- Chance to advise and impact the next generation of business leaders



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High Impact Measurable Outcomes

- Effective executive mentoring increases the workforce readiness of college students.
- Two years of outcome research indicate nearly every participating student has:
 - a better understanding of professionalism
 - improved communication skills
 - improved leadership skills
 - improved critical thinking skills
 - more self-confidence.
- Participants acquire internships and full-time jobs, in part as a result of what they learn from their mentors.



View a 3 min. video of students and mentors sharing their thoughts about the mentoring program at <https://www.youtube.com/watch?v=A6KaDVno5BM>