MBA MENTOR-STUDENT RELATIONSHIP GUIDELINES

1. The one being mentored manages the relationship.
2. The Mentoree initiates the meetings and shapes the agenda and offers to do the traveling.
3. Initiative for continuing the relationship lies primarily with the Mentoree.
4. Mentoring is about sharing wisdom, experience, and personal accountability.
5. Face to face meetings are critical to the success of the relationship.
6. The Mentor acts as the note-taker.
7. Mentors are a gift.

7 characteristics that Mentors look for in a person in whom they will invest themselves:

1. Unrealized potential/undeveloped possibilities.
2. Curiosity and a hunger to learn.
4. Shared values of life.
5. Reflective thinking and self-assessment.
6. Willingness to accept responsibility for one’s own growth.

Requirements of the mentoring relationship:

1. The Mentor needs to spend a minimum of 10 hours per trimester with the student.
2. The Mentor needs to host the student at their place of employment at least once per trimester and where appropriate the student needs to reciprocate. At least meet the student on campus.
3. Maintain regular contact by phone/text/email.
4. Plan informal get-together (Starbucks, In-N-Out, etc.).
5. Provide periodic reports on the mentoring experience to the MBA Office when requested.

Iron sharpens iron, and one person sharpens another ~ Proverbs 27:7
MENTOR PROGRAM GOALS
At the conclusion of their MBA program, students are expected to understand and apply the following learning outcomes. They should form a common core of topics you discuss throughout your meetings and your relationship. Mentorees should:

- View their vocation as God’s calling (business as ministry).
- Integrate biblical principles and ethical decision-making into their BUSINESS & PERSONAL environment.
- Balance work, family, and ministry commitments.
- Develop their entrepreneurial spirit and professional skill-set.
- Develop their ability to effectively organize, work in and lead teams.

Book References


PLEASE NOTE: Materials provided are solely intended for use of the Biola University Crowell School of Business MBA Mentoring Program.

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10 POWERFUL PRINCIPLES FOR EFFECTIVE MENTORING

1. Effective mentors understand that living is about giving their time, energy, and personal resources unselfishly.

2. Effective mentors see mentoring as a process that requires perseverance. It’s a journey two people take together.

3. Effective mentors open their world to their mentoring partners, telling about their own struggles and failures, so the mentoring partners will feel free to share about their own world.

4. Effective mentors help mentoring partners align passion and work. Work that involves one’s strongest interests will be the most fulfilling and rewarding.

5. Effective mentors are comforters who share the load, letting mentoring partners know they don’t have to face their challenges alone.

6. Effective mentors help turn personal values into practice, showing that things that are truly important receive priority treatment.

7. Effective mentors model personal character by demonstrating genuine humility and a concern for others.

8. Effective mentors affirm the value of spiritual transformation.

9. Effective mentors recognize that mentoring = reproduction = legacy. For mentoring to have an impact, it must be passed on from generation to generation.

10. Effective mentors go for it! It’s never too early, or too late, to get started.

5 OUTSTANDING REASONS FOR MENTORING – STARTING TODAY!

1. Enhances organizational competence and leadership skills in a cost effective way.

2. Leverages and sustains your model for the next generation of leaders.

3. Creates a loyalty effect, helping you to attract and retain a pool of talented and committed people.

4. Builds better relationships for you, your managers, and your staff.

5. Enables you to establish a legacy, impacting generations of people.

**From The Heart of Mentoring by David A. Stoddard**
Summary of the 16 Laws of Mentoring
(“The Mentor” by Floyd Wickman and Terri Sjodin)

1. The Law of Positive Environment
   Create a positive environment where potential and motivation are released and options discussed.

2. The Law of Developing Character
   Nurture a positive character by helping develop not just talent, but a wealth of mental and ethical traits.

3. The Law of Independence
   Promote autonomy; make the protégé independent of you, not dependent on you.

4. The Law of Limited Responsibility
   Be responsible to them, not for them.

5. The Law of Shared Mistakes
   Share your failures as well as your successes.

6. The Law of Planned Objectives
   Prepare specific goals for your relationship.

7. The Law of Inspection
   Monitor, review, critique, and discuss potential actions. Do not just expect performance without inspection.

8. The Law of Tough Love
   The participants acknowledge the need to encourage independence in the protégé.

9. The Law of Small Success
   Use a stepping-stone process to build on accomplishments and achieve great success.

10. The Law of Direction
    It is important to teach by giving options as well as direction.

11. The Laws of Risk
    A mentor should be aware that protégé’s failure may reflect back upon him. A protégé should realize that a mentor’s advice will not always work.

12. The Law of Mutual Protection
    Commit to cover each other’s backs. Maintain privacy. Protect integrity, character, and the pearls of wisdom you have shared with one another.

13. The Law of Communication
    The mentor and the protégé must balance listening and delivering information.

14. The Law of Extended Commitment
    The mentoring relationship extends beyond the typical 9-5 business day and/or traditional workplace role or position.

15. The Law of Life Transition
    As a mentor, when you help a protégé enter the next stage of his life or career, you will enter the next stage of yours.

16. The Law of Fun
    Make mentoring a wonderful experience – laugh, smile, and enjoy the process.
MENTOR SCRIPTURE VERSES
New International Version

Proverbs 2:6-8 For the Lord gives wisdom; from his mouth come knowledge and understanding. He holds success in store for the upright, he is a shield to those whose walk is blameless, for he guards the course of the just and protects the way of his faithful ones.

Proverbs 3:5-6 Trust in the Lord with all your heart and lean not on your own understanding, in all your ways submit to him, and he will make your paths straight. In all your ways submit to him, and he will make your paths straight.

Proverbs 8:8-9 All the words of my mouth are just; none of them is crooked or perverse. To the discerning all of them are right; they are upright to those who have found knowledge.

Proverbs 12:15 The way of fools seems right to them, but the wise listen to advice.

Proverbs 15:22 Plans fail for lack of counsel, but with many advisers they succeed.

Ecclesiastes 4:9-12 Two are better than one, because they have a good return for their labor: If either of them falls down, one can help the other up. But pity anyone who falls and has no one to help them up. Also, if two lie down together, they will keep warm. But how can one keep warm alone? Though one may be overpowered, two can defend themselves. A cord of three strands is not quickly broken.

Micah 6:8 He has shown you, O mortal, what is good. And what does the LORD require of you? To act justly and to love mercy and to walk humbly with your God.

Jeremiah 29:11 For I know the plans I have for you,” declares the LORD, “plans to prosper you and not to harm you, plans to give you hope and a future.

Matthew 5:13-16 “You are the salt of the earth. But if the salt loses its saltiness, how can it be made salty again? It is no longer good for anything, except to be thrown out and trampled underfoot. “You are the light of the world. A town built on a hill cannot be hidden. Neither do people light a lamp and put it under a bowl. Instead they put it on its stand, and it gives light to everyone in the house. In the same way, let your light shine before others, that they may see your good deeds and glorify your Father in heaven.

Matthew 6:33 But seek first his kingdom and his righteousness, and all these things will be given to you as well.

John 15:16 You did not choose me, but I chose you and appointed you so that you might go and bear fruit—fruit that will last—and so that whatever you ask in my name the Father will give you.
1 Corinthians 11:1 Follow my example, as I follow the example of Christ.

1 Corinthians 15:58 Therefore, my dear brothers and sisters, stand firm. Let nothing move you. Always give yourselves fully to the work of the Lord, because you know that your labor in the Lord is not in vain.

Ephesians 4:11-12 So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up.

Ephesians 4:17-32 So I tell you this, and insist on it in the Lord, that you must no longer live as the Gentiles do, in the futility of their thinking. They are darkened in their understanding and separated from the life of God because of the ignorance that is in them due to the hardening of their hearts. Having lost all sensitivity, they have given themselves over to sensuality so as to indulge in every kind of impurity, and they are full of greed.

That, however, is not the way of life you learned when you heard about Christ and were taught in him in accordance with the truth that is in Jesus. You were taught, with regard to your former way of life, to put off your old self, which is being corrupted by its deceitful desires; to be made new in the attitude of your minds; and to put on the new self, created to be like God in true righteousness and holiness.

Therefore each of you must put off falsehood and speak truthfully to your neighbor, for we are all members of one body. “In your anger do not sin”: Do not let the sun go down while you are still angry, and do not give the devil a foothold. Anyone who has been stealing must steal no longer, but must work, doing something useful with their own hands, that they may have something to share with those in need. Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen. And do not grieve the Holy Spirit of God, with whom you were sealed for the day of redemption.

Get rid of all bitterness, rage and anger, brawling and slander, along with every form of malice. Be kind and compassionate to one another, forgiving each other, just as in Christ God forgave you.

Philippians 2:3-5 Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, not looking to your own interests but each of you to the interests of the others. In your relationships with one another, have the same mindset as Christ Jesus.

Colossians 3:23 Whatever you do, work at it with all your heart, as working for the Lord, not for human masters.

Colossians 3:5-10 Put to death, therefore, whatever belongs to your earthly nature: sexual immorality, impurity, lust, evil desires and greed, which is idolatry. Because of these, the wrath of God is coming. You used to walk in these ways, in the life you once lived. But now you must also rid yourselves of all such things as these: anger, rage, malice, slander, and filthy language from your lips. Do not lie to each other, since you
have taken off your old self with its practices and have put on the new self, which is being renewed in knowledge in the image of its Creator.

1 Thessalonians 5:11-21 Therefore encourage one another and build each other up, just as in fact you are doing. Now we ask you, brothers and sisters, to acknowledge those who work hard among you, who care for you in the Lord and who admonish you. Hold them in the highest regard in love because of their work. Live in peace with each other. And we urge you, brothers and sisters, warn those who are idle and disruptive, encourage the disheartened, help the weak, be patient with everyone. Make sure that nobody pays back wrong for wrong, but always strive to do what is good for each other and for everyone else. Rejoice always, pray continually, give thanks in all circumstances; for this is God’s will for you in Christ Jesus. Do not quench the Spirit. Do not treat prophecies with contempt but test them all; hold on to what is good.

1 Timothy 4:12 Don’t let anyone look down on you because you are young, but set an example for the believers in speech, in conduct, in love, in faith and in purity.

Titus 1:7-9 Since an overseer manages God’s household, he must be blameless—not overbearing, not quick-tempered, not given to drunkenness, not violent, not pursuing dishonest gain. Rather, he must be hospitable, one who loves what is good, who is self-controlled, upright, holy and disciplined. He must hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it.

Hebrews 13:7 Remember your leaders, who spoke the word of God to you. Consider the outcome of their way of life and imitate their faith.

Hebrews 13:17 Have confidence in your leaders and submit to their authority, because they keep watch over you as those who must give an account. Do this so that their work will be a joy, not a burden, for that would be of no benefit to you.
**Mentoring Relationships in the Bible**

Mentoring was a way of life in Bible times. It was the primary means of handing down skills and wisdom from one generation to the next. So it's not surprising that Scripture gives us numerous examples of mentoring relationships. The list below shows some of the more prominent. By studying the passages indicated, you can learn a lot about the principles and practice of mentoring. (Also see the diagram Barnabas: A Ministry of Multiplication, p. 141.)

**In the Old Testament**

<table>
<thead>
<tr>
<th>Pair</th>
<th>Passage</th>
<th>Comment</th>
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<tbody>
<tr>
<td>Jethro and Moses</td>
<td>Exodus 18</td>
<td>Jethro taught his son-in-law the invaluable lesson of delegation.</td>
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<tr>
<td>Moses and Joshua</td>
<td>Deuteronomy 31:1–8; 34:9</td>
<td>Moses prepared Joshua to lead Israel into Canaan.</td>
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<tr>
<td>Moses and Caleb</td>
<td>Numbers 13: 14:6–9; 34:16–19; Joshua 14:6–15</td>
<td>It appears that Moses groomed Caleb for leadership, and inspired in him an unswerving faith in the Lord's promises.</td>
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<tr>
<td>Samuel and Saul</td>
<td>1 Samuel 9–15</td>
<td>Samuel not only tapped Saul to become Israel's king, but tried to shape his character as well. Even when Saul rebelled against the Lord, Samuel kept challenging him to repent and return to God.</td>
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<tr>
<td>Samuel and David</td>
<td>1 Samuel 16; 19:18–24</td>
<td>Samuel anointed David as king and gave him refuge from Saul's murderous plots.</td>
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<tr>
<td>Jonathan and David</td>
<td>1 Samuel 18:1–4; 19:1–7; 20:1–42</td>
<td>An outstanding example of peer mentoring, Jonathan and David remained loyal to each other during the troubled days of Saul's declining reign.</td>
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Elijah and Elisha
(1 Kings 19:16–21; 2 Kings 2:1–16; 3:11)

The prophet Elijah recruited his successor Elisha and apparently tutored him in the ways of the Lord while Elisha ministered to Elijah’s needs.

Jehoiada and Joash
(2 Chronicles 24:1–25)

The priest Jehoiada helped Joash—who came to the throne of Judah when he was only seven years old—learn to rule according to godly principles. Unfortunately, Joash turned away from the Lord after his mentor died.

In the New Testament

Barnabas and Saul/Paul

Barnabas opened the way for Saul to associate with the church after his dramatic Damascus Road conversion.

Barnabas and John Mark
(Acts 15:36–39; 2 Timothy 4:11)

Barnabas was willing to part company with Paul in order to work with John Mark. Later, Paul came around to Barnabas’s point of view, describing John Mark as “useful to me for ministry.” John Mark is believed to have been the primary author of the gospel of Mark.

Priscilla and Aquila and Apollos

Tentmakers Priscilla and Aquila served as spiritual tutors to Apollos at Ephesus. As a result, Apollos became one of the early church’s most powerful spokesmen for the gospel.

Paul and Timothy
(Acts 16:1–3; Philippians 2:19–23; 1 and 2 Timothy)

Paul invited Timothy to join him during one of Paul’s missionary journeys. Timothy eventually became pastor of the dynamic church at Ephesus.

Paul and Titus
(2 Corinthians 7:6, 13–15; 8:17; Titus)

Paul, along with Barnabas, apparently won this Greek-speaking Gentile to the faith and recruited him as a traveling companion and coworker. Titus became a pastor and, according to tradition, the first bishop of the island of Crete.