

Advising philosophy

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*Beyond academics, our students have a multitude of other needs, such as professional and leadership development, industry networking, connection to social groups and emotional support. Understandably, no faculty mentor/adviser can possibly attend to all wishes for all students, but he or she can: **Encourage, Empower and Engage** students to fulfill those needs. **Encourage**: because this may be their first networking event, first job or first responsibility. **Empower**: because our students must develop their own self-confidence and sense of responsibility and accountability. **Engage**: because we will guide our students to attaining the knowledge, skills and abilities (competencies) required to achieve their goals.*

A case in point, a star student of mine was offered the second highest position in an establishment for which she had no prior experience and was terrified to apply. I continued to engage with my student, consistently reinforcing her exceptional capabilities. To boost her self-confidence and further educate her, I encouraged her to apply for an internship to work with a manager in a similar organization during her Winter Session. Granting this student a sense of empowerment facilitated her superb performance in her internship, readying her for the desired position. After gaining the self-confidence, skills and competencies necessary to succeed in her first full-time professional capacity, my student now performs at an exceptional standard at her new position.

*Within student organizations, one can satisfy the needs of our students through creating a **culture** of encouragement, empowerment and engagement. Leading such a culture effectively requires honesty and integrity; involving all diverse body of students; setting high expectations and empowering team members to learn competencies required to reach their vision; and celebrate results.*

*Finally, as faculty mentors and advisors we deserve to be **VIPs**, by that I mean care to be **Visible**, demonstrate **Interpersonal** skills, energize them for **Perseverance**, and help them to **See** their potential.*