Baby boomers are retiring and companies are forever looking for ways to get and retain good employees and strengthen loyalty to the company - these are just a few reasons why mentoring programs are becoming more popular in different work settings. Mentoring relationships have their roots in antiquity and have traditionally been connected with a model of pairing a caring adult with a young person who needs some support and guidance (by the way, January 2007 is Mentoring Month) or an apprenticeship. But more and more companies are working to create these types of relationships within their organization with formal programs aimed at helping protégées benefit from the experience and wisdom of their more experienced counterparts at all levels of the corporate ladder. We have gathered some resources to help you understand the trend towards, the benefits of, and the steps to create a mentoring system in the workplace.

Career Networking Nights are happening this week and all alumni are invited to attend. This month’s webinar address preparing for Graduate School. See details in the Programs/Events section.

Know someone who would like to receive this newsletter? Feel free to pass it on or have them subscribe. Requests to receive Alumni Career Notes or for personal career assistance can be made at acs@bucknell.edu, (570) 577-1238 or through IM at bualumnicareer (Tuesdays and Thursdays from noon-2pm and Wednesdays from 4-6pm). We look forward to hearing from you!

Note: To access the resources located in myBucknell, the university’s portal, use the username and password that all alums were given in January 2005. If you don’t remember or can’t find yours, don’t worry – just contact the Alumni Office (570) 577-ALUM (2586) or mybucknell@bucknell.edu for help.

Alumni Career Services Staff

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Career Tip:

Mentoring Success Secrets
by Sally Armstrong
Mentoring Success Secrets? …key questions to ask.

Mentoring has proven itself to be an effective tool to attract and retain good people. A question on the lips of many HR professionals today is: What are the secrets to ensuring a great mentoring program? Answers abound, sometimes it's about ensuring a corporate fit, getting senior management buy-in, proper selection, matching, and proper training for all involved. So how do you ensure mentoring program success? Looking at mentoring program standards and benchmarks is a good place to start. Based on Oystercorp’s experience of delivering mentoring programs globally, we have developed the following diagnostic tool, to ensure organisations considering mentoring ask themselves the right questions. These key questions will help you clarify your program objectives and get you thinking about effective areas of mentoring program implementation. We recommend that program managers (together with potential stake-holders), go through and thoroughly answer the below questions. Asking these questions will help you get your mentoring program off to a good start. Read More

Additional Resources:
http://www.vault.com/nr/newsmain.jsp?nr_page=3&ch_id=318&article_id=17233031 - illustrates the qualities that mentees or proteges need to have in order to benefit from a mentor relationship.
http://www.leadervalues.com/Content/detail.asp?ContentDetailID=54 - outlines the difference between a coach and a mentor.
http://www.eeo.nsw.gov.au/careers/mentorbook.htm - "Mentoring Made Easy: A Practical Guide" - step-by-step outline of how a formal mentoring program works. References are made to specific Australia/New South Wales laws, but mostly gives a thorough view of how a mentoring program works and some sample forms that could be used.
http://www.impactfactory.com/gate/coaching_mentoring_skills_training/freegate_1825-1104-1118.html - information on mentoring and coaching from a consulting operation in the UK, so there is a bias toward their product, but there are some good definitions and illustrations of how mentoring/coaching works within an organization.

What’s Available on the Career Services tab on myBucknell:
- CareerNet – Networking database of Bucknell alumni and parents.
- Access to The Vault – referred to by Fortune as “The best place on the Web to prepare for a job search.”
- PDF pamphlets - research a variety of career topics
Career Assessments – learn how to pair your skills, interest, and experience with career choice
Career Search – same tool available to students to research employers is also available to alumni
Bucknell Alumni Clubs – network informally!

Job Leads from the Bucknell Community:
The following are job leads that have been presented to alumni by members of the Bucknell community - alumni, parents and friends of Bucknell. New leads since the last issue of NOTES are in **bold**.
To view entire description, please log onto Beyond the BRIDGE. **NOTE:** For best search results, type *(bucknell)* in the keyword field. Contact us if you have any questions *(acs@bucknell.edu)*.

- **Acumen Fund (bucknell)** – Acumen Fund Fellows Program
- **Euro RSCG Life (bucknell)** - Account Coordinator
- **Towers Perrin (bucknell)** – Associate/Consultant
- **Marinelli Communications, Inc. (bucknell)** - Web architecture professional (Note from alum: "our need for a Web programmer is real and immediate, and it'd be great if a Bucknellian were involved."

Job Leads from Outside Bucknell:
The following are job leads that have been presented to alumni by members outside the Bucknell community. New leads since the last issue of NOTES are in **bold**.
To view entire description, please log onto Beyond the BRIDGE. **NOTE:** For best search results, write the job title in the keyword field. Contact us if you have any questions *(acs@bucknell.edu)*.

- **Altitude Consumer Products Corp.** - Project Engineer
- **Bohler Engineering, Inc.** - Junior Design Engineer
- **Frito Lay** - Operations Resource
- **Leggette, Brashears & Graham, Inc.** – geologist/hydrologist/environmental scientist
- **Navmar Applied Sciences Corporation** – aeronautical and mechanical engineers
- **O'Brien and Gere** – entry level engineer
- **Penn Color Inc** - Sales

Alumni Career Services Can Help You:
- Think through a career change and making career decisions
- Network effectively
- Search for a job
- Effectively use the Internet in job and career exploration
- Transition into a new career
- Assist you in improving and targeting your resumes and cover letters
- Identify your interests, values, goals, and preferences
- Plan for graduate or professional school

Programs/Events:
Career Networking Nights (CNN)
Would you be interested in... an exciting opportunity to interact with Bucknell students? ...sharing pearls of wisdom about your educational and career paths?

- Do you believe your liberal arts education has help get where you are now?
- Are you involved in something totally different from what you thought your major would allow you to pursue?
- Do you live in Boston, Philadelphia, Seattle, Chicago, San Francisco, or Los Angeles?
- If you answered yes to any of the above questions, you may want to consider participating in Bucknell’s Career Networking Nights 2007 (CNNs).

What are CNNs?
You many remember them from your student days - CNNs are annual series of networking events held over the semester break that offer students and alumni an environment to network with alumni and parent representatives from the greater Boston, Philadelphia, Seattle, Chicago, San Francisco and Los Angeles areas. Students and alumni will have the opportunity to talk with participants about their career paths, industry experience and their organizations. CNNs are closed events, available only to Bucknellians.

If you want more information, click on the link below for the specific event in which you’re interested. If you would like to register, please RSVP to Cathy McGinnis: cmm033@bucknell.edu

Seattle CNN: Tuesday, January 9, 2007
http://www.experience.com/emp/cf_details?fhnd=2103

Boston CNN: Wednesday, January 10, 2007
http://www.experience.com/emp/cf_details?fhnd=2107

Philadelphia CNN: Wednesday, January 10, 2007
http://www.experience.com/emp/cf_details?fhnd=2105

Los Angeles CNN: Wednesday, January 10, 2007
http://www.experience.com/emp/cf_details?fhnd=2108

Chicago CNN: Thursday, January 11, 2007

San Francisco CNN: Thursday, January 11, 2007
http://www.experience.com/emp/cf_details?fhnd=2106

Find out what other Bucknellians are doing in your area!
http://www.bucknell.edu/x719.xml

Webinar: How to Prepare for Graduate School
January 31st from 7-8pm EST
Applying for grad school can be daunting – especially if you have been out of school for awhile. In this workshop we will discuss:
- Finding a program that fits your needs and goals
- Navigating the application process
- Identifying appropriate references
- Funding this endeavor
Contact Cathy McGinnis cmm033@bucknell.edu to RSVP
NYC Communications & Arts Career Fair 2007
February 6th, 2007 - 5:00 - 7:00 in NYC. Network with students and meet alumni and parent representatives of various types of communications and arts organizations. You can discuss career paths, their organizations and any volunteer, internship and full-time positions they presently have or plan to have available in the future. Held in NYC each year, this is a closed event, available only to Bucknellians.

Contact Cathy McGinnis cm033@bucknell.edu to RSVP