



Best Practice-1

Mentorship Program: Empowering Students at RCMB College

1. Title of Practice

Mentorship Program for Enhanced Employability and Well-being

2. Objective of the Practice

The Mentorship Program at RCMB College aims to bridge the gap between academic knowledge and professional preparedness by:

- Equipping students with practical management skills and industry insights from experienced mentors.
- Personal and professional development through a supportive and holistic approach.
- Encouraging open communication, allowing students to address physical, mental, and psychological concerns.
- Increasing students' employability by enhancing their branding and teamwork abilities.

3. The Context

Recent graduates often face challenges transitioning from academic environments to professional settings. The RCMB College Mentorship Program recognizes this gap and strives to prepare students for successful careers. By providing personalized guidance from seasoned professionals, the program empowers students to have better career choices, develop essential soft skills, and build resilience for future challenges.

4. The Practice

The Mentorship Program pairs 15 students with each mentor, carefully considering compatibility and career aspirations. Mentors are industry veterans with extensive corporate experience, offering valuable insights and real-world perspectives. The program incorporates a diverse range of activities:

- **Management Lessons and Games:** Interactive sessions equip students with communication, negotiation, problem-solving, and leadership skills. Games create a stimulating environment for learning and applying these concepts.
- **Brandoverse:** This unique program challenges students with a product branding project. Working collaboratively, students gain valuable experience in brand strategy, marketing, and teamwork.
- **Team Building Activities:** Interactive exercises foster collaboration, communication, and conflict resolution skills, preparing students to excel in team-oriented workplaces.
- **Regular Communication with Parents:** Mentors maintain open communication with parents, providing updates on student progress, well-being, and academic performance. During the pandemic, video calls ensured continued parental engagement and support.





REGIONAL COLLEGE OF MANAGEMENT

(Recognised by Govt. of Karnataka, Approved by AICTE & Affiliated to Bangalore University)

- **Excursions and Activities:** Mentors organize excursions and team-building activities, creating opportunities for experiential learning and bonding.
- **Holistic Support System:** Mentors serve as trusted confidantes, offering guidance and support on students' physical, mental, and psychological well-being. Students are encouraged to openly discuss challenges and receive valuable advice.
- **24/7 Availability:** Mentors prioritize student needs and are readily available to offer support and guidance round the clock.

5. Evidence of Success

The Mentorship Program has demonstrably improved student outcomes:

- **Increased Placement Rates:** Since the program's inception, RCMB College has witnessed a significant rise in student placement rates. Graduates are securing positions with leading companies and receiving competitive packages.
- **Enhanced Professional Performance:** Alumni consistently report feeling well-prepared for their careers. Mentorship guidance has equipped them with the skills and confidence to excel in their professional roles.
- **Improved Personal Development:** Students credit the program for better personal growth, improved communication, and greater self-awareness. Mentors have played a crucial role in shaping well-rounded individuals ready to thrive in both professional and personal spheres.

6. Problems Encountered and Resources Required

- **Mentor Recruitment and Training:** Identifying and recruiting experienced professionals who are willing to dedicate time and effort requires a proactive approach. Providing initial training on effective mentorship practices can further enhance the program's effectiveness.
- **Student-Mentor Matching:** Pairing students with compatible mentors is crucial. Utilizing personality assessments and clear communication channels can ensure successful matches.
- **Resource Allocation:** Ensuring adequate time and resources for mentor-mentee interaction, activities, and excursions is essential for program success.

7. Notes

This Mentorship Program offers a replicable model for other institutions seeking to enhance student employability and well-being. Here are some key considerations for adoption:

- **Adapting Activities:** The program's activities can be tailored to the specific needs and resources of the institution.
- **Faculty Collaboration:** Engaging faculty in the program can provide additional support and ensure alignment with academic curriculum.
- **Sustainability:** Building a strong alumni network can help sustain the program by engaging former mentees as future mentors.




DIRECTOR
REGIONAL COLLEGE OF MANAGEMENT BANGALORE
Devanahalli, Bangalore



REGIONAL COLLEGE OF MANAGEMENT

(Recognised by Govt. of Karnataka, Approved by AICTE & Affiliated to Bangalore University)

Best Practice -2

Title of Practice: Enhancing Student Well-being through "Happiness Class" Program at RCMB

Objective of the Practice: In today's world, success cannot be solely measured by academic or professional achievements; rather, it must be complemented by a sense of fulfillment and contentment. The primary objective of the Happiness Program at RCMB is to help students to grow with the mindset necessary to lead happy and successful lives. Thus, the program aims for holistic development by integrating practices that enhance mental, emotional, and physical well-being.

The Happiness Class program aims to:

- Equip students with tools and techniques to manage stress and become self content.
- Develop Emotional intelligence and resilience for thriving in a demanding world.
- Maintain physical and mental health through a holistic approach.
- Encourage a sense of purpose of life and social responsibility.

The Context: Modern life presents numerous challenges for young adults, including academic pressure, social anxieties, and career uncertainties. In the fast-paced competitive environment of higher education, students often face immense pressure to excel academically. Even in the professional world they are under tremendous stress to perform. These factors negatively impact the mental and physical well-being of the management Graduates. They even fail to reach their full potential.

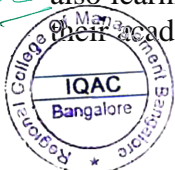
In a survey it shows the attention span of a student has come down drastically. The often distraction of Social media actually has a toll on their Concentration level. The materialistic world has a continuous pressure on extravagant life.

Recognizing this, RCM Bangalore introduces the happiness class by providing students with essential life skills to face these challenges in day to day life.

The Practice

The Happiness Class includes a diverse range of activities designed to promote individual well-being:

- **Yoga Class:** The yoga session in the curriculum provides students with an improved physical and mental fitness. Under the guidance of experienced instructors, these sessions focus on asanas (postures), pranayama (breath control), and meditation techniques. Through regular practice, students develop flexibility, strength, and concentration, while also learning to manage stress and enhance mindfulness. This also has a direct impact on their academic excellence.



DIRECTOR
REGIONAL COLLEGE OF MANAGEMENT BANGALORE
Devanahalli, Bangalore



REGIONAL COLLEGE OF MANAGEMENT

(Recognised by Govt. of Karnataka, Approved by AICTE & Affiliated to Bangalore University)

- **Meditation Sessions:** Meditation serves as a powerful tool for stress reduction and emotional regulation. The "Happiness Class" program at RCMB College includes guided meditation sessions for students that helps mind relaxation and inner peace. These sessions help students learning new mindfulness techniques to face challenges more effectively and improve overall well-being.
- **Zumba Dance Workshops:** Zumba dance workshops inject an element of fun and excitement into the program while also promoting physical fitness. Led by energetic instructors, these sessions encourage students to unleash their creativity and express themselves through dance. The upbeat music and dynamic movements not only provide a cardio workout but also uplift spirits and create a sense of camaraderie among students.
- **Life Coaching for Mental and Physical Health:** In addition to physical activities, the "Happiness Class" program incorporates life coaching sessions to address the broader aspects of student well-being. Certified coaches provide personalized guidance on goal-setting, time management, stress management, and interpersonal relationships. These sessions empower students to develop resilience, cultivate positive habits, and face life's challenges with confidence.
- **Upholding Institutional Values and Social Responsibilities:** The program embeds the importance of contributing to the larger community. Activities include:
 - **RCMB Students' Engagements:** Students participate in volunteering initiatives to develop compassion and social awareness in local villages..
 - **Engagement with Old Age Homes and Orphanages:** Regular visits to Old age homes promote connection, empathy, and a sense of purpose.
 - **Health Check-up Camps:** Organizing health camps at old age homes provides essential care and creates a culture of giving back.
 - **Donation of Daily Needs:** A student-driven initiatives of collecting donations from Students, Teaching & Non-Teaching staffs to support orphanages with their daily needs of Rations, clothing , Food items etc.
 - **Eye Check-up Camps in Villages:** Through Outreach programs Students engage in crucial vision care to underserved communities.
 - **Teaching at Rural Primary Schools:** Students share their knowledge and contribute to educational equity.

Evidence of Success

The Happiness Class program has demonstrably improved student well-being and overall life satisfaction:

● **Reduced Stress Levels:** Students report feeling more equipped to manage stress and maintain emotional balance.

● **Improved Academic Performance:** Enhanced focus and reduced anxiety lead to their better academic performance as evidenced by the recent University results.



DIRECTOR
REGIONAL COLLEGE OF MANAGEMENT BANGALORE
Devanahalli, Bangalore



REGIONAL COLLEGE OF MANAGEMENT

(Recognised by Govt. of Karnataka, Approved by AICTE & Affiliated to Bangalore University)

- **Increased Social Engagement:** Volunteering activities create a sense of purpose, belonging, and social responsibility of the students.
- **Stronger Sense of Community:** Shared experiences within the program and volunteering initiatives create a supportive network.
- **Positive Alumni Feedback:** Alumni feedbacks higher levels of job satisfaction, improved work-life balance, and greater resilience in the face of challenges. Many are actively involved during Covid times in giving back to society and are recognized for their contributions to the community

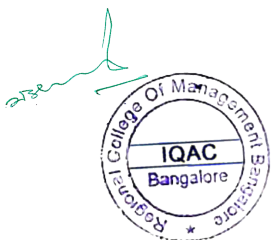
While the program may not directly translate to higher placement rates or higher pay packages, but the feedback suggests a positive impact on students' ability in the workplace with better emotional intelligence, stress management skills, and a sense of purpose that contributes to a richer and more fulfilling professional life.

Problems Encountered and Resources Required

- **Scheduling Conflicts:** Adjusting the Happiness program with existing academic schedules can be challenging for students. Flexible scheduling options and faculty support are crucial for the success of the programs.
- **Qualified Instructors:** Finding qualified instructors for diverse programs like life coaching, yoga, and zumba is sometimes difficult and that requires dedicated recruitment efforts.
- **Sustainability:** Securing long-term funding and volunteers for community engagement initiatives is essential
- **Transportation and Logistics:** Organizing community engagement activities requires effective transportation and logistical planning.

Notes: The Happiness Class program offers a valuable model for other institutions looking for student well-being. Here are some key considerations for adoption:

- **Adapting Activities:** The program's activities can be prepared looking at the specific needs, resources, and cultural context of the institution.
- **Collaboration with External Partners:** Partnering with local yoga studios, meditation centers, and social service organizations can help address resource limitations.
- **Student Leadership and Ownership:** Encouraging student participation in program planning and leadership increases program effectiveness.
- **Data Collection and Evaluation:** Ongoing data collection and evaluation are crucial to measure the program's impact and ensure continuous improvement.




DIRECTOR
REGIONAL COLLEGE OF MANAGEMENT BANGALORE
Devanahalli, Bangalore