

FDP Report

Nurturing Future Leaders through Mentoring and Supervision

Event: Faculty Development Program (FDP) for Management Faculty

Topic: Nurturing Future Leaders or Managers: Best Practices in Mentoring and Supervision

Date: 21st Sept, 2025

Venue: Institution Auditorium Hall

Speaker: Dr Tista Prasai Joshi, Senior scientist, NAST]

Participants: Faculty members from the Management department

About the speaker –Dr Tista Prasai Joshi

The speaker, an accomplished academician and scientist in Nepal completed her education from Nepal & foreign university, delivered an impactful session that effectively transcended her scientific background to resonate with a diverse audience of management faculty and research scholars. Drawing upon her extensive experience guiding numerous PhD students and her own valuable mentorship received abroad, she offered profound insights into cultivating a strong mentoring culture. The presentation highlighted that effective mentorship is not confined to a single discipline but relies on universal principles of guidance, emotional support, and fostering a collaborative work. **Through personal experience and practical lessons learned, she emphasized the importance of a formalized mentoring process, stressing that while her field is in science, the human element of mentorship including communication, trust, and empathetic guidance is a core component of success regardless of academic domain.** Her ability to frame complex mentoring dynamics through her lens as a scientist made the session particularly accessible and motivating for the assembled faculty and research scholars.

1. Introduction

This report outlines the key takeaways from the Faculty Development Program focused on advancing mentoring and supervision practices. The program provided a comprehensive framework for faculty to enhance their skills in guiding future leaders and managers. It was designed to move beyond traditional academic guidance, emphasizing a hands-on, practical approach to developing students' leadership potential. The session was highly interactive and

engaging, with the speaker effectively using a mix of vivid pictorial presentations and powerful real-world examples to illustrate complex concepts.

2. Key Highlights

The Mentoring Journey Roadmap

The speaker utilized a compelling pictorial representation of the mentoring process, likened to a roadmap. This visual aid served as a central point of discussion and was particularly effective in simplifying the stages of mentor-mentee relationships. Illustrated as the mentor, guiding the mentee but allowing them to navigate their own path. This highlighted the difference between managing and coaching. Represented the resources, skills, and knowledge that a mentee acquires during the process. The speaker emphasized that faculty should help mentees fill this backpack with both hard and soft skills. The speaker's visual demonstrated that career paths are not linear. The "roadmap" showed detours and different roads, emphasizing the need for flexibility and resilience in mentoring.

The program was designed to transition first-time managers into effective leaders. The speaker showed a photograph of the initial cohort looking uncertain and highlighted the challenges they faced.

The speaker explained how a structured mentoring program was implemented. Mentors, typically senior managers, were paired with the new managers. The speaker shared quantitative and qualitative results, including employee retention significantly improved among the mentored group. Senior leadership noted the enhanced capabilities of these managers during talent reviews.

Learning Outcomes

The FDP provided the management faculty with a renewed perspective on their role as mentors and supervisors. Participants reported that the session was highly motivating and engaging due to the clear and practical delivery. Key learning points included:

- Understanding the distinction between traditional academic supervision and holistic career mentoring.
- The value of using visual tools to communicate and track progress in mentor-mentee relationships.
- The importance of leveraging real-world examples to provide context and inspiration.

- Techniques for structuring mentoring sessions to focus on critical skills such as leadership, decision-making, and conflict resolution.

Conclusion

The Faculty Development Program on mentoring and supervision was a resounding success. The guest speaker's use of impactful pictorial presentations and illustrative real-world case studies made the session not only educational but also highly memorable. Faculty members left the program equipped with practical tools and actionable strategies to better mentor the next generation of managers, thereby contributing significantly to the students' career readiness and leadership development. The program underscored that effective mentoring is a deliberate, structured, and profoundly impactful process.

Starting this academic year, each new faculty member will be paired with a seasoned colleague, especially **a group of students** to provide support for academic, professional, and personal growth. We believe this system will foster a more supportive and collaborative departmental culture and ensure the continued excellence of our faculty.

Event Pictures-Link, Banner & pictures

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Event Feedback-

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3. Overall, how satisfied were you with the event?

7 Responses

ID ↑	Name	Responses
1	anonymous	Satisfied
2	anonymous	Satisfied
3	anonymous	Satisfied
4	anonymous	Neither satisfied nor dissatisfied
5	anonymous	Satisfied
6	anonymous	Neither satisfied nor dissatisfied
7	anonymous	Satisfied

