



SABA-NJ

The South Asian Bar Association of New Jersey

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SUGGESTIONS FOR EFFECTIVE MENTORSHIP

The relationship between Mentor and Mentee is fairly open-ended. The initiative is placed on the Mentee to initiate contact and follow through. Nevertheless, keep in mind some general principles to facilitate an effective mentoring relationship. At a minimum, a productive Mentor will:

- Provide constructive feedback and guidance to build the Mentee's skills and confidence.
- Endeavor to introduce their Mentee(s) to SABA-NJ and other professional activities and discuss career experience.
- Introduce Mentees to other resources, opportunities and other professionals that would assist the Mentee in her or his development.

** We encourage at least two in-person or virtual meetings along with other contact during the 4 months.*

For more information, please contact the Director of the Mentorship Program, Gigio K. Ninan, gio@shankarninan.com

PRESENTATION TOPICS:

There will be a series of Presentations and Speaking Events geared to Mentees (that may be held in person or virtually) throughout the six-month duration of the Mentorship Program. These events will allow Mentees to explore various career paths and formulate connections, as well as, guide them through the mentoring relationship. **We encourage Mentors to attend and/or volunteer as a speaker at these events!**

1. *Kick-off Reception: How to Leverage Mentorship & Networking Generally* – This is a brief exploratory session on how to make the mentorship relationship work best for both the Mentee and Mentor. Take the mentorship opportunity to the next level and

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apply those tools to continue to network. Any successful attorney will share that their achievements required them to step out of their comfort zone and go beyond just working diligently.

2. **Careers in Public Interest* – Hear about different career paths – Prosecutors’ Offices, Public Defender Offices, Policy, Appellate Advocacy, Legislative Work, Unified Court System, etc
3. **The Basics of Navigating Big Law* – The basics of what junior associates who work in large firms do: interview tips, the day to day, specific challenges, how to navigate those challenges and stand out and career prospects.
4. **Starting Your Own Legal Practice* – Hear from different attorneys who have successfully started their own practice. Learn about setting up an LLC/PLLC/PC. How did they start their career and how did they make the transition?
5. **Is Working as In-House Counsel the Right Job for You?* – Learn the difference between what it means to work in-house vs. in private practice. How do the primary duties differ? What is the best fit for your strengths and skills? What is the opportunity for growth?

*events are tentative.

Sincerely,
SABA-NJ Executive Board