

# Dakota County Technical College

## SMGT 2115: Multicultural Mentoring I

### A. COURSE DESCRIPTION

Credits: 2

Lecture Hours/Week: 2

Lab Hours/Week: \*.\*

OJT Hours/Week: \*.\*

Prerequisites: None

Corequisites: None

MnTC Goals: None

This course explains what multicultural mentoring is and how it can be used as an effective tool to develop individuals, foster teamwork, multicultural understanding and organizational effectiveness and productivity. This course places the student in the role of mentee and mentor. As a mentee, the student will learn how to develop and acquire new skills and abilities through a multicultural mentorship partnership. A mentor/mentee agreement will develop a path to growth opportunities. Prerequisite: None.

**B. COURSE EFFECTIVE DATES:** 08/25/2008 - Present

### C. OUTLINE OF MAJOR CONTENT AREAS

### D. LEARNING OUTCOMES (General)

1. access individual needs to adapt and assimilate to the organizational culture
2. build listening, coaching, verbal, written, confidence and organization skills and abilities
3. define multicultural mentorship
4. develop and implement a mentor/mentee contract
5. develop lifelong learning skills and abilities
6. examine roles and responsibilities of the mentor and mentee
7. foster collaboration and teamwork through developing personal and professional relationships
8. identify and overcome the challenges to mentoring
9. integrate multicultural knowledge, skills and abilities learned in the program
10. leverage the strengths of others to enhance capabilities
11. transfer individual strengths to a competitive organizational advantage
12. use learning and assessment tools to enhance personal growth

### E. Minnesota Transfer Curriculum Goal Area(s) and Competencies

None

### F. LEARNER OUTCOMES ASSESSMENT

As noted on course syllabus

### G. SPECIAL INFORMATION

None noted