



TEACHING CASE LETS AND CASE-STUDY

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Case Title : The Mentor's Dilemma: Nurturing Asha's
Potential in the Face of Challenges
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The Mentor's Dilemma: Nurturing Asha's Potential in the Face of Challenges

In the heart of the Kutch region, Asha emerged as a beacon of resilience in a community where educational opportunities for girls were limited. Excelling in academics from an early age, Asha secured numerous scholarships during her high school and secondary education. Her parents, relieved of substantial financial burdens, facilitated her journey as one of the few girls from the village to attend college. Embarking on her academic pursuits, Asha completed her B. Com degree and earned a coveted seat in a reputable management institute, where she pursued her M.B.A.

However, her transition to higher education marked the onset of challenges. Having studied exclusively in Gujarati medium, Asha faced obstacles in English communication and struggled to comprehend certain subjects, such as management communication and strategic management. Despite excelling in finance, her colleagues, predominantly from affluent backgrounds, excelled in English, creating a perceived disparity in lifestyle.



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Asha grappled with feelings of inadequacy, reflected in diminished academic performance, decreased communication, and a withdrawal from various curricular activities. As the final semester approached, job interviews posed a formidable challenge. Despite her best efforts, Asha was unable to secure positions with a few companies, intensifying her apprehension about upcoming interviews.

With the ABC Company's interview looming as her last hope, Asha, burdened by an education loan and familial responsibilities, found herself at a critical juncture. Her commitment to setting an example in her village added an extra layer of pressure.

In a pivotal juncture, the Managerial Communication faculty found themselves at a crossroads, acutely aware of the aspirations and struggles of every student under their purview. A daunting responsibility lay ahead as they undertook the mentoring of Asha for an imminent interview, her last hope for a promising future.

The dilemma unfolded in the considerations that shaped the faculty's approach to Asha's preparation. A comprehensive evaluation of Asha's strengths and weaknesses revealed a stark disparity in English communication skills. The faculty grappled with the imperative to enhance her abilities, recognizing that mere academic brilliance was insufficient. The faculty faced the impasse of guiding Asha through meticulous research about the ABC Company, aligning her skills with job requirements, and formulating thoughtful responses to common interview questions. This involved not just preparing for an interview but deciphering the nuances of a vastly different corporate landscape. The faculty also grappled with the problem of imparting nuanced insights into professional etiquette, punctuality, appropriate dressing, maintaining eye contact, and projecting a positive attitude. Instilling these norms presented the challenge of not just transforming Asha's interview conduct but shaping her professional demeanour. Also, crafting a compelling resume that showcased Asha's achievements, skills, and experiences posed a dilemma for the faculty. Tailoring the document to specific job requirements involved a delicate balance between authenticity and meeting the expectations of a competitive job



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market. Addressing Asha's challenges in spoken English and body language presented the faculty with a predicament. Encouraging clear and confident communication required a delicate touch, and offering guidance on nonverbal cues risked imposing a cultural paradigm on her expression.

In navigating these dilemmas, faculty embarked on a journey not just to prepare Asha for an interview but to bridge the gaps between her potential and the challenges she faced. The delicate balance required demanded not only mentorship skills but a nuanced understanding of cultural, linguistic, and societal intricacies.

1. What strategies should be employed to prepare her effectively for the interview?
2. What guidelines encompass the dos and don'ts she should adhere to during the interview?
3. How can her resume be tailored and prepared optimally for the interview?
4. What considerations should be considered regarding verbal and nonverbal communication during the interview?