



An Official Guide for Hosts

Structure of the Program

PHASE 1: HOST RECRUITMENT & REGISTRATION (Fall)

- Alumni, parents, and friends are invited to sign up for the DiscoverWork program
- The Boerigter Center will hold a virtual info session for anyone interested in participating but has additional questions before they register

PHASE 2: STUDENT APPLICATIONS (Early Spring Semester)

- Students head into The Hope College Connection to complete their profile and register as a mentee for the program
- Students then "favorite" the top 3 hosts they would like to be paired with



What Do I Need To Think About? Virtual & In-Person Considerations

- When is the best time for a student to get a good overview of the role? What elements could a student see virtually?
- What do I need to inform the student of prior to the shadowing?
- Do I need to let anyone else know that the shadowing is taking place?

In our ever changing world we know

Example

High Impact Opportunity

Still trying to generate some ideas? Read an example of a high impact DiscoverWork opportunity!

The experience that I had with Harley-Davidson was one of a kind. After applying to the program and getting accepted my host Mark and I had 3 meetings (over Skype) in the fall prior to my in person shadow. The first was a "get to know you meeting" where we talked about my major, interests, background and goals for the future. Mark listened very intently and gave me the opportunity to ask him questions about his path. The next two meetings were two informational interviews with members of his team, one in finance and the other in marketing. It was cool to speak with people who work on two entirely different teams at the same company. One thing I began to notice was how the company culture flowed through all parts of the organization.

A few days prior to leaving for the in-person opportunity in Milwaukee during spring break, I spoke to Mark over the phone who informed me that I would be assigned a project which I was to present to his team during the final day of the DiscoverWork experience. This project included profiling three different customer personas that would fit into a specific clothing line that Mark's team was trying to promote.

Almost the entire first day I spent in the office, Mark created an agenda for me which included interviewing every one of his direct reports – 8 employees. I got to sit in on all of the design meetings where the designers and directors reviewed current clothing designs, critiquing anything they saw as potential issues or changes. This was an extremely interesting meeting to sit in on. I appreciated the creativity and talent within the room that day.

The third and final day I presented my project



Reflection

What did you

WHAT WE ASK THE STUDENT TO REFLECT ON MIGHT HELP YOU PLAN CERTAIN ACTIVITIES OR DISCUSSIONS DURING THE SHADOW.

