

Weekly EMP Newsletter

DECEMBER 9, 2022



CLAUDE AND BETTY LOU LAVAL
ENTREPRENEUR
MENTOR
PROGRAM

A Celebration of our Fall 2022 Cohort

by
Mendy Laval

"Coming together is a beginning. Keeping together is progress. Working together is a success".--Henry Ford.

Building a strong cohort is challenging and requires a high level of commitment from all involved. If achieved, there is a very powerful source for learning and growth. The mentees of the Fall 2022 EMP Cohort put in the effort and made the commitment to achieve the benefits of this type of cohort.

We have worked with the mentees during the last 14 weeks focusing on mindset, entrepreneurial, and leadership skill development and ensuring that the mentees established strong, meaningful relationships with their community-appointed mentors. There is great diversity in this Fall's cohort. The cohort is interdisciplinary, with students from all corners of the University and various career aspirations. They are diverse in culture, gender, age, life experiences, and more. Despite the differences, this specific cohort of mentees is one of the most collaborative and united groups in the program's history!

The semester-end luncheon is designed to celebrate the hard work and growth of the mentees. Because the Mentor-Mentee relationship is the heart of EMP, we invited mentors to join our celebration. Fresno State President Saul Jimenez Sandoval, Provost Xuanng Fu, and Richard De Jordy, Department Chair of the Management Department (Craig School of Business) were also in attendance.



Veteran Mentees **Marin Winek**, **Maria Dominguez**, and **Manny Gonzalez** started our program by providing an overview of their experience in EMP. Each advised how their participation has enriched their educational experience and helped them build skills that will be used in their professional and personal journeys.

Mentees **Colton Cunningham** and **Marin Winek** provided an overview for the attendees about the work the EMP Mentees conducted during the semester on the "definition" of what it means to be a professional. S.H.A.K.E.P" (see previous newsletters for the details).





Claude Laval, co-founder, and sponsor of the Laval Entrepreneur Mentor Program, thanked the community professionals who gave their time year after year to developing enduring mentor relationships with the student mentees. Many mentors have served in this critical role for years. Their commitment and dedication make EMP a nationally recognized collegiate program. Claude also commented on the current cohort's incredible collaboration: "it has been rewarding to see the growth of each mentee from the day they walk into the program and the strong bond found in this semester's cohort." He concluded his remarks by reiterating that "the EMP program is intended to work together with a robust and pertinent entrepreneurship academic program. "Mendy & I hope that the University will address the current state of the academic opportunities for entrepreneurship-oriented students at Fresno State."

Fresno State's **President Saul Jimenez-Sandoval** shared his vision for Fresno State and the importance he places on the entrepreneurial mindset. The President and Provost are working on strategies to foster an entrepreneurial mindset and the necessary skillset across campus. Specifically, President Jimenez-Sandoval acknowledged the importance of entrepreneurship to his long-term vision, which will help students, the University, and the valley.



The President presented **Claude** and **Mendy** with a proclamation acknowledging their commitment to entrepreneurship at Fresno State over the past several decades.



Mentee Recognition Awards

All mentees of the Fall 2022 semester were recognized with one of 5 specific awards presented to the individual mentees it is critically important that we celebrate and recognize the outstanding things that students accomplish.



The EM=3C3 Award (Entrepreneurial Mindset Equals Curiosity, Connectiveness and the desire to create value)

Awarded to **Timofey Volkov, Manny Gonzalez, Colton Cunningham and Elvira Gonzalez**

For the first time in 20 years, the EMP program had four engineers in one EMP Cohort. All four embraced the entrepreneurial mindset and realized that this mindset amplifies the work that they do. Each is committed to creating skills that empower them to question, adapt and make positive change.





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The G.R.I.T. Award

Growth, Resilience, Initiative and Tenacity

Awarded to **Kevin Robles, Marcus Beh, and Kanaan Amoudi**

Last year, President Saul Jimenez Sandoval made it possible for the University community to hear Angela Duckworth, who wrote the book: Grit-The Power of Passion & Perseverance. Dr. Duckworth states that Grit isn't talent. It isn't luck. And it's not how intensely for the moment you want something. Instead, Grit is a goal you care about so much that it organizes and gives meaning to almost everything you do. All three of our recognized mentees show mental toughness and GRIT.

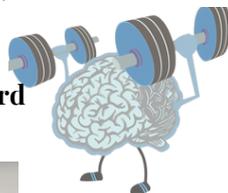
They have grown significantly this semester. All three are first-semester mentees, and each was born outside of the US. (Malaysia, Lebanon, and Mexico)



The Big Idea Award

Awarded to **John Petrogonas & Ricky Rachmat**

Simon Sinek, an author and speaker on entrepreneurship is known to say often, "Dream big-start Small-but, and most of all, start!" Deciding to "go for it" is a step many people with a big idea never get to. It is the most overwhelming part of an entrepreneurship start-up. This past semester, we have had two mentees, Ricky Rachmat and John Petrogonas, who have chosen to take a significant step toward realizing their "big idea." They have both identified a problem and are working on a solution.



Growth Mindset Award

Awarded to **Kara Hernandez, Zeferino Oshiro, Briseyda Dominguez, Maria Dominguez, Marin Winek and Bencherlie Long**



Early in the semester, we discussed how a Growth Mindset is closely aligned with an Entrepreneurial Mindset. According to research by Dr. Carol Dweck, a Stanford psychologist, and researcher, a growth mindset means that you believe your intelligence and talents can be developed over time. A fixed mindset means thinking that your intelligence is fixed and can't improve. The benefits of a growth mindset are many: higher self-belief, desire and silliness to learn new skills, the desire to take on new challenges, seeking new opportunities, and embracing constructive criticism as a means to improve. All six of the award recipients have committed to a growth mindset.

Authorpreneurship Award

Awarded to Dirk Tharpe

Dirk is the first English major to participate in EMP during the past 20 years. According to Dirk, I aspire to be a teacher while writing on the side until I can subsidize his writing to be full-time. I will use the entrepreneur mindset to achieve my goals. One of the most fundamental things any good entrepreneur has is being disciplined. Becoming a successful writer means being disciplined just the same. If I want to be head and shoulders above the rest, I need to be willing to do the things others are unwilling to do." Writing and authors share many of the same traits as entrepreneurs. In addition to being disciplined, being a writer and entrepreneur requires deep self-motivation. They both must have vision, passion, and drive. Finally, both know when to stay true to their vision and when to adjust.





Each Semester, the Laval EMP Program presents two special awards: The Claude Laval Entrepreneur Mentee Award and the Betty Lou Laval Mentee Award. This Semester we added one additional award, the Laval EMP Leadership Award.

The Laval EMP Leadership Award recognizes, acknowledges, and celebrates exemplary leadership that significantly and positively impacts the Laval EMP Program. Specifically, Maria has excelled in communication skills, empathy, and enthusiasm for ensuring all mentees received ultimate value in the program and that EMP as a cohort reached its goals and objectives. The award was given to **Maria Dominguez**, Lead Mentee.



The Betty Lou Laval Award is named for Betty Lou Laval, Claude's late wife and partner, to celebrate students who embody a mindset that equips them to recognize the opportunity to take the initiative and innovate in the face of challenges. There are two awards presented, each consisting of \$750.00. The first to receive this Semester's award was **Kara Hernandez**. During the Fall Semester, Kara carried and effectively balanced a full-time class load and a job and took care of a young family. Her growth in EMP is remarkable. She wrote in her application for the award, "I never thought I was capable of the confidence I gained during the Semester. The program has changed the way I think and the way I handle the unknowns."

The second recipient of the award is **Zeferino Oshiro**. Zeferino exemplifies the multidisciplinary nature of the program. He took advantage of every opportunity presented and deployed all the learned skills outside the program by networking in his chosen career-fashion, merchandising, and attending presentations (Johanson Faculty Fellows Workshops at Fresno State and Pay it Forward). One of his EMP Mentors, Jamie Wells, wrote "It is my pleasure to write this letter of support for Zeferino Oshiro whom I have come to know through the EMP Mentor Program. Zeferino shared that he had achieved more growth in one semester as a mentee than in my 2.5 years at Fresno State."



The Claude Laval Entrepreneur Mentee Award is in honor of Claude Laval III, a civic leader, entrepreneur, and co-founder of the Laval Entrepreneur Mentor Program. The award amount is \$2500 is made to a Mentee who best exemplifies the goals and ideals of the Laval Entrepreneurship Mentor Program through commitment, contribution, and pursuit of the core activities that define the program. Because we are suspending the program after this semester, Mendy & Claude felt that it was important to recognize both a first-semester mentee and a veteran mentee. Both mentees received \$1250.00 for the award.

The first Claude Laval Entrepreneur Mentee Award recipient, **Manuel Gonzalez**, veteran mentee, graduated in the Spring of 2022 with his BS in Mechanical Engineering. However, because he had not completed his second semester of EMP, he made arrangements with his employer to attend the Fall program. In his first full-time job, he applies the entrepreneurial mindset he learned in the program. He was recently promoted to operations manager, a position he attributes to EMP for helping him achieve. Manny indicated in his application, "EMP taught me that technical skills are not enough". He has become a leader and has helped others in the EMP program succeed.

The second recipient of the Claude Laval Award has embraced the growth mindset that is a cornerstone of EMP. At the same time, working a full-time job, taking 23 units this semester, and writing. He has won the confidence of all the other mentees...many of whom asked him to write a letter or recommendation for both awards. **Dirk Tharpe**, first-semester mentee, the recipient of the award, wrote in his application: EMP has given me the confidence I have looked for during my whole life...now I am a different Dirk."



Maria Dominguez, lead mentee, awarded the Laval EMP Leadership Award.



Kara Hernandez, first semester EMP Mentee, awarded the Betty Lou Laval Award.



Zeferino Oshiro, first semester EMP Mentee, awarded the Betty Lou Laval Award



Manny Gonzales, veteran EMP Mentee, awarded the Claude Laval Award.



Dirk Tharpe, first semester EMP Mentee, awarded the Claude Laval Award.



Maria Dominguez, along with the EMP Mentees presented Neil, Claude, and Mendy with special recognition created by veteran mentee Timofey Volkov in collaboration with the cohort! The presentation was heartfelt and meaningful.



Happy Holidays!