



# 2026/27

# MENTORSHIP PROGRAMME



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# 2026/27 MENTORSHIP PROGRAMME

## About the Programme

Launched in 2012, the **HKIHRM Mentorship Programme** with over 170 pairs has provided a platform for HR Members **at the foundational – level (mentees)** to learn individually from our seasoned **Fellow and Professional Members (mentors)**.

The Programme not only serves as a reciprocal learning experience for mentors to gain insight into the career aspirations of the young generation of HR practitioners, while also contributing to the sustainability of the HR profession.

## Objectives

- To aspire HR practitioners to learn from experienced members for the purpose of their career development through consultation and experience sharing
- To create mutual benefit and in the terms of mentors, a learning opportunity for them to keep abreast of the new generation's perspective

## Mentoring Process

- Duration: 1 year
- Free of charge
- Mentor and mentee are expected to meet on a regular basis
- 5 CPD hours for mentees and 10 CPD hours for mentors will be counted respectively

## Mentorship Programme Support

To ensure a rewarding mentor-mentee relationship, the Institute will provide the following support:

- Organising networking or educational events
- Periodic reviews (interim and end-of-programme reviews)
- Continuous improvement: with feedback from mentors and mentees, the Institute is committed to the ongoing development of the programme





## Who can be a mentee?

**At foundational level Member** with less than **8 years** of HR experience at non-managerial level, who are seeking to make progress towards professional goals and broaden business networks.

### *Role*

- Be proactive and take the initiative to arrange mentoring sessions with mentor on a regular basis
- Develop an agreeable communication means with the mentor, e.g. e-mail, face-to-face meeting, instant message or phone call
- Be responsive to his / her e-mails and phone calls
- Be well-prepared for discussion before meeting
- Keep all commitments to each other while participating in the programme

### *Benefits*

- Increase knowledge and involvement in the HR profession
- Expand business connections to build valuable relationships with and learn from other seasoned HR professionals and peers
- Focus career path and set goals
- Make more informed decisions on journey to success



Referrals from corporate members or educational institutions are welcome.

Join As Mentee





# Who can be a mentor?

**Fellow** or **Professional** members with at least **10 years** of HR experience, **5 years** of which at managerial / professional level.

## Role

- Be neutral and professional to provide mentee(s) guidance, motivation, emotional support on work issues
- Commit and inspire to meet with mentee(s)
- Share work experiences
- Pass on knowledge and experience but encourage the mentee to be self-reliant
- Trustworthy – the issues discussed should be treated in strictest of confidence

## Benefits

- Build leadership skills to motivate and inspire others
- Improve communication skills
- Learn new perspectives by meeting someone less experienced and from a different background
- Gain personal satisfaction – a greatest reward to see your mentee(s) succeed



Referrals from corporate members are welcome.

Join As Mentor



## How can I apply?

Please complete the online application **on or before 5 June 2026**.

The matching process will be undertaken by the Institute based on compatibility and the learning expectations indicated by mentees. Applicants will be notified of the matching results by the end of July.

## Schedule

Milestones	Tentative Dates
Mentorship Period	Sep 2026 – Aug 2027
Mentorship Programme Kick-off	Aug / Sep 2026
Networking Event / Business Visit	Sep 2026 – Aug 2027
Training Workshop (for Mentees or Mentors)	Sep 2026 – Aug 2027
Interim Review	Dec 2026
End-of-programme Review	May 2026
Closing	Aug / Sep 2028

HKIHRM reserves the right to suspend, vary or terminate this programme or the participant. HKIHRM can also amend the relevant terms and conditions at any time without prior notice.