IHRM Academy

Learning & Development Skills

MENTORING CULTURE CATALYST PROGRAMME

"Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others." — Jack Welch

Five Questions Every Leader Should Ask Themselves



Are we confusing managing with mentoring?
Are we giving advice too fast?
Are we over-mentoring?
Are we rescuing mentees?
Are we missing the reverse mentoring opportunity?

If you answered "yes" to any of these, this programme is for you!.

Enrol Now

Why Mentorship?

Source: MentorcliQ 2024 Mentoring Impact Report, Gartner & Capital Analytics, CNBC/SurveyMonkey

98%

of Fortune 500 companies have formal mentoring programs.

72%

retention rate among mentees vs. 49% without a mentor



91%

of employees with mentors report higher job satisfaction.

18%

higher profits are seen in companies with mentoring programs compared to the average.

	Price	Early Bird Offer* [Only if enrolment & payment are received by **23 October 2026**]
Member	HK$2,000	HK$1,300
New Member^ (Inclusive of new membership joining fee)	HK$3,245	HK$2,545

12 Dec 2026 (Saturday)
9:30am - 1:00pm
CPD Hours: 3.5

Cantonese
(with English materials)

HKIHRM, Units 1810-15,
18/F, Millennium City 2,
378 Kwun Tong Road, Kwun Tong
(3-minute walk from Ngau Tau Kok MTR station exit A)

Dr Chester Tsang
EdD, MBA, PCC, FHKIHRM

- 30+ yrs of experience in leadership development , mentoring program design and executive coaching
- ATD BEST Award (1st in Asia, 2nd Worldwide) & three-time HKMA Training award gold prize winner
- Professional Certified Coach (ICF) and licenced trainers for global leadership interventions

Designed for
Program coordinators,
HR leaders,
L&D professionals,
and senior managers

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PROGRAMME OBJECTIVES

- Clearly distinguish between managing, coaching, and mentoring – and know which hat to wear and when
- Use a 4-step conversation structure to guide any mentoring interaction
- Apply the 70-20-10 model – and understand why mentoring is the missing 20% in most organisations
- Design and implement reverse mentoring to bridge generational gaps, accelerate digital adoption, and tap into the fresh perspectives of junior talent
- Identify and avoid the four common pitfalls that derail mentoring relationships
- Build a sustainable mentoring culture using a practical 6-layer framework

PROGRAMME HIGHLIGHTS

- Managing vs. Coaching vs. Mentoring – A clear framework to know which hat to wear and when
- The 4-Step Conversation Structure – A repeatable model that works for any mentoring session
- Reverse Mentoring – How junior employees can mentor senior leaders on AI, digital trends, and evolving workplace norms – and why 72% of organisations using it report boosted productivity
- The 70-20-10 Model – Why 20% (mentoring) is the most under-invested yet most powerful component of development
- The Four Common Pitfalls – Practical tools to avoid advice-giving, over-mentoring, rescuing, and confusion of roles
- The 6-Layer Mentoring Culture Model – A step-by-step roadmap to design, launch, and sustain a mentoring ecosystem
- Ready-to-Use Toolkit – Every participant leaves with templates, pocket cards, and a question cheat sheet