



LRSHRM VISION To be the leader of the regional HR community. *MISSION* Building stronger workplaces by connecting, educating, and empowering HR and business professionals.

Mentoring Program 2024

Mentoring Lynchburg

Mentee Applications Due February 23, 2024



<u>February</u>	<u>March</u>	<u>April</u>	<u>May</u>	<u>June</u>	<u>July</u>	<u>August</u>	<u>September</u>
Applications due Feb23 rd	Kick off lunch & 1:1	1:1 & Mentee Networking	1:1 & Profs lunch	1:1 & Mentee Networking	1:1 & Profs lunch	1:1 & Mentee Networking	Wrap up lunch & Survey

PROGRAM OVERVIEW

The program is designed to foster professional connections and mentorship for HR professionals. Mentees will receive advice, guidance, coaching, and mentoring in a supportive environment.

- Monthly mentor/mentee meetings and group events provide opportunities for networking.
- Both mentors and mentees must be members in good standing with LRSHRM and SHRM.
- Ideal participants are collaborative, self-motivated, and committed to program requirements.
- Mentees should hold HR-related positions and desire personal and professional growth.
- Mentors should have at least 5 years of HR leadership experience and a compassionate approach to professional development.

EXPECTATIONS PROGRAM

1. Open and safe communication between mentee, mentor, and program leadership
2. Attend program meetings and events; Accountability and follow through for all involved
3. Mutual respect/trustworthy, without judgement; Open-minded, positive interactions
4. Scheduling flexibility & respect of other's time and privacy
5. Report issues, disagreements, changes, or suggestions to Program Chair or Chapter President

EXPECTATIONS MENTORS

1. Provide overall support, guidance, and serve as a role model/confidant to mentees
2. Assist in career development and navigation, sharing advice/information as appropriate
3. Introduce mentees to professional contacts to build their network

EXPECTATIONS MENTEE

1. Be proactive, take initiative, seek feedback
2. Be responsive, reachable, and follow through
3. Be receptive, listen to mentor's feedback/advice openly and discuss your thoughts

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