

HRACO Mentoring Program

What is Mentoring?

Mentoring is a personal enhancement strategy through which one experienced person facilitates the development of another by sharing known resources, expertise, values, skills, perspectives, attitudes and proficiencies. It allows the learner to build skills and knowledge while attaining his/her development goals. Conversely, it provides the opportunity for the experienced party to further enhance his/her skill and knowledge areas by continuously reassessing and building upon those areas. This relationship is based on joint accountability to one another for respectful and confidential communication and freely sharing of thoughts, opinions, concepts, ideas, experiences, techniques and learning.

Why Should I Become Involved in a Mentoring Program?

While the reasons for participating in a mentoring relationship as either a mentee or mentor are numerous and may vary upon individuals and circumstances, there exist several reasons that universally apply:

Mentees may become involved to:

- Improve a particular career area
- Gain support in the transition to a new role or location
- Positive and constructive feedback on professional and personal development areas
- Expand their leadership abilities
- Expand personal network
- Increase self-awareness and self-discipline
- Have a sounding board for testing ideas and plans
- Learn about other approaches and resources
- Enhance opportunities for career advancement
- Develop an area of technical expertise
- Learn and grow professionally

Mentors may become involved to:

- Use a proven method to share ideas, try new skills and take risks
- Share their expertise with another human resources professional
- Prove themselves as valuable leaders
- Expand their professional network
- Personal fulfillment from investing in others and “giving back” to the profession
- Obtain a fresh perspective of a subject
- Enhance experience in their areas of expertise
- Enhance capacity to translate values and strategies into productive actions
- Extend their role and renew enthusiasm as subject matter experts
- Invest in the careers and development of other
- Enhance their credibility in their field and organization

Will mentoring take a lot of time?

Mentoring can take as little or as much time as you want to put into it. Each relationship is unique, so time and energy commitments will vary. To have a successful mentoring relationship, a one-year minimum commitment is recommended. After the mentoring pairs are matched by the Committee, the first step is to develop a Mentoring Agreement that is reasonable and useful to both parties, including frequency of meetings, setting goals, establishing development activities, and confidential giving and receiving of information and feedback.

What resources are available to help the mentoring relationships succeed?

The Mentoring Program Committee of HRACO will oversee the Mentoring Program and provide guidance and tools to the participants from the beginning of the program, and will be checking in regularly with the participants. Confidential feedback will be encouraged and sought by the Committee from both the mentors and mentees, as well, to make any adjustments or enhancements to the program as needed.