



香港人力資源管理學會  
Hong Kong Institute of Human Resource Management

# 2025/26

# Mentorship Programme

## Growing Together



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# 2025/26 Mentorship Programme

## About the Programme

Launched in 2012, the **HKIHRM Mentorship Programme** with over 140 pairs has provided a platform for **Associate** or **Student** Members (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 understand career aspirations of the young generation of HR practitioners, but also helps 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: one 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?

**Associate** or **Student** members 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



## 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



## How can I apply?

Please complete the application **on or before 31 May 2025** and reply us by email at [membership@hkihrm.org](mailto:membership@hkihrm.org).

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 end of June.

## Schedule

Milestones	Tentative Dates
Mentorship Period	Aug 2025 – July 2026
Mentorship Programme Kick-off	1 Aug 2025 / 8 Aug 2025
Networking Event / Business Visit	Aug 2025 – July 2026
Training Workshop (for Mentees)	Aug 2025 – July 2026
Interim Review	12 Dec 2025
End-of-programme Review	29 May 2025
Closing	Late July / August 2026

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.