

# HRPro Mentor Program

## Developing the next generation of HR leaders

We are proud to announce that our Mentor Program for HR professionals is ready for applications.

**Do you want to join as a mentee or become a mentor?** [\(doorklikken op pagina 2\)](#)

**The new HRPro Mentor Program is unique in Belgium.** It is supported by volunteers, open to individual applicants and is free of charge.

### Why Mentoring for HR?

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One of our greatest assets in the field of human resources is the next generation of HR leaders. As we undergo significant changes in our society and prepare for a new world of work in the information age, there is no better time to start focusing on how we lead the next generation through these uncertain times. HRPro.be is dedicated to developing this next generation of HR leaders in Belgium. As part of this ambition, we are launching the **HRPro Mentor Program**.

This program allows the young HR professional to learn from the best in the HR profession in order to personalise professional development, gain an outside perspective to workplace related challenges and target areas for career development and professional growth. This program will be part of a larger effort conducted by HRPro.be, to promote HR not just as a function but as a fundamental step in any career in general and in leadership development in particular.

### Who can participate?

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#### Mentees:

- have a minimum of 2 years professional experience in HR or switching to HR from another role.
- work in Belgium in public or (non-)profit sector

#### Mentors:

- have an experience in one or more HR functions or businesses over the last five years and have a sound vision about HR. Senior leadership or equivalent experience is a plus.
- have experience with mentoring/coaching or equivalent experience with managing large HR teams
- are willing to continue training and share their competences/experiences with other mentors.
- work in Belgium in public or (non-)profit sector

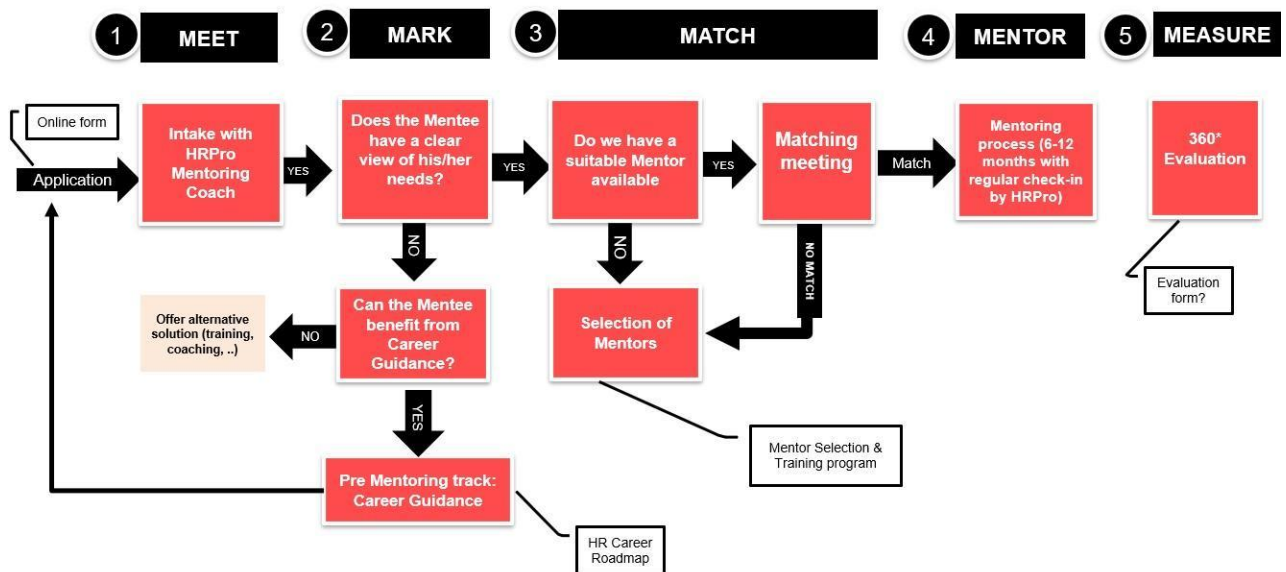
Mentor and mentee should come from different organisations and not be in a hierarchical relationship to each other.

## How does it work?

The **HRPro Mentor Program** focuses on professional development of young HR professionals in the first place. The Mentee can seek advice on which capabilities he/she should focus on: generally required professional capabilities, like business acumen, technical skills, communication, project management, change management, leadership, coaching, ... or HR specific capabilities, like HR models, compensation and benefits, learning and development, labour law, ...

The basic philosophy of the HRPro Mentor Program is this: The Mentee takes the driving wheel and the Mentor is his co-driver. Their relationship is based on mutually agreed objectives, expected output and timeline + confidentiality: The success of each mentoring track relies on the effective match between the mentor and mentee. To this effect, we have designed a **5-step Mentee journey**:

### HRPro Mentee Journey



<b>Meet</b>	Fill out the online application form and attach your CV. You will be contacted for an intake meeting with the Mentoring program manager who will discuss your motivation and goals.
<b>Mark</b>	The Mentoring Program Manager will evaluate with you your application with regard to the objective criteria and the clarity of your goals and motivation. The mentoring PM can propose a sidetrack to career guidance or training. We will not offer career guidance ourselves, but we can bring you into contact with selected organisations.
<b>Match</b>	You will be introduced to your candidate mentor in a matching meeting. Both Mentee and Mentor have the opportunity to confirm or decline the match.
<b>Mentor</b>	When there is a match, the mentoring tracks take off. A typical mentoring track will last between 6-12 months and consist of minimum 1 meeting/month. Both parties invest appr. 4-5 hours per meeting (2h prep – 2h conversation – 1h aftercare) A <a href="#">vademecum</a> for the mentee and mentor is available with information, guidelines, etc...
<b>Measure</b>	We will organise continuous follow-up by the Mentor Program Manager (evaluation of individual track ) + 1 or 2 group evaluation meeting or intervision per year (evaluation of the program and methodology)
<b>Sidetracks</b>	
<b>Career Guidance</b>	We will not offer career guidance ourselves, but we can partner with selected organisations.
<b>Career Roadmap</b>	You can use the <a href="#">HRPro Career Roadmap</a> to help you choose your path within HR
<b>Training</b>	We will organise separate training for the mentors and mentees

## Do you want to join as a mentee or become a mentor?

The program is supported by volunteers, open only to individual applicants and is free of charge. Interested mentees or mentors can apply freely and can choose whether or not to involve their employer.

This project is in a start-up phase. This means that we ask you to participate in building and developing our project with us.

- Fill out the application form or send an email to: [info@hrpro.be](mailto:info@hrpro.be)