

# Student Mentoring Program



**2022-2023**



# Mentoring Program

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# Mentoring Program

## Purpose

The Hampton Roads SHRM mentorship program is designed to encourage local SHRM students to learn from professional SHRM members and develop a strong professional network, which is vital to a successful career. The mentorship program will last seven months, from October 2022 to April 2023.

## Benefits of a Mentorship Program

We believe in the impact of individual mentees learning from mentors in a one-on-one relationship built on trust and respect. The mentorship program provides job skill development and opportunities for professional networking to SHRM student members. Professional SHRM members who participate as mentors in the program will gain new insight and sharpen their leadership skills.

Additional benefits include:

### **Mentees**

- Explore the world of work through interaction with professionals in the HR field of their choice.
- Gain an experienced HR practitioner's perspective on applying textbook concepts to real-life situations.
- Familiarize themselves with corporate protocol.
- Identify long-term professional development needs.
- Realize the value of networking.
- Develop a meaningful professional relationship over a specified period of time.

### **Mentors**

- Contribute to the professional development of the future HR workforce.
- Identify potential interns and new hires for their organization.
- Assist students in beginning successful careers.
- Give something back to the profession.

## Mentorship Program Requirements

Mentors are identified based on their skills, experience, knowledge, and interest in serving. The program enables participants to gain support and feedback as they seek to grow personally and professionally. Mentees and mentors meet a minimum of one time each month for seven months to discuss the mentee's goals, exchange ideas, and learn. In addition, case studies will be provided by the program coordinator to facilitate and guide discussions. During the monthly meeting, mentors will share real life examples that relate to the case study and provide information, advice, and support to mentees.

## How to Participate

To participate, please complete the HRSHRM Mentor/Mentee Interest Form and return it to [dircollegerelations@hrshrm.org](mailto:dircollegerelations@hrshrm.org)



# Mentoring Program

## Program Structure

Each student will be assigned a SHRM Professional Member that will serve as a mentor. The Director of College Relations will lead the program and also serve as the program coordinator. Mentees and mentors will receive case studies and learning resources to guide their monthly interactions.

To successfully complete the program, students will need to participate in monthly mentoring meetings, maintain regular contact with the mentor and the program coordinator, and provide a one-page report or a 10-minute presentation at the end of the program describing what they learned by participating in the mentoring program.

## Additional Program Details:

- **Program Eligibility:** To participate in the program, students must be active with their student chapters and be a full-time or part-time student in good standing. Students must be willing to commit to the mentoring program for at least one session (seven months).
- **Mentor Selection:** SHRM professional members will be offered an opportunity to apply to serve as mentors every year. Mentors must be willing to commit at least 2-3 hours a month to the mentoring program for at least seven months.
- **Time Commitment:** Mentors and mentees are expected to commit to at least 2-3 hours per month and meet monthly for at least one hour. We strongly encourage virtual meetings.
- **Frequency/Length of Meetings:** Mentor/mentee should meet at least once a month for a minimum of one hour. However, more frequent meetings may be beneficial to build rapport and foster trust among program participants. For the foreseeable future, meetings will be conducted virtually.
- **Meetings and Resources:** Case studies and articles on current HR-related themes will be provided to program participants on a monthly basis to foster discussion. Resources will be distributed via email.

For additional questions or concerns, please contact April Elizee at [dircollegerelations@hrshrm.org](mailto:dircollegerelations@hrshrm.org) or 757-469-2463.