

GETTING STARTED WITH MENTORING IN HUMAN RESOURCES

STEP 1: EXPLORE YOUR INTEREST IN MENTORING OTHERS IN HR

Are you looking to mentor others in HR to enhance your HR career, to give back to others, or to earn HR certification credit? Whatever your reasons may be, it will become your foundation for a successful process for you and those you would have the pleasure to mentor.

STEP 3: WHAT MENTORING FORMAT DO YOU PREFER

Another great step to determine is your ideal mentoring format. Are you looking to do in-person mentoring or are you open to mentoring online, over the phone or even via email. Also are you looking to mentor an individual or a group? There are so many options to choose from so be sure to decide which format you are most interested in exploring for your own process.

STEP 5: WILL YOUR PROCESS BE A FORMAL OR INFORMAL ONE

What is great about creating your own unique process is that you can decide how formal or casual your process will be. You may want have a formal process with written guidelines and forms, a less structured format or a combination of both. You can decide exactly what will work for you.

STEP 2: YOUR IDEAL HR MENTOR PARTNERSHIP

Identifying your ideal HR mentor partnership is a great next step towards a successful process. Determine if you want to mentor an HR student or an early-career HR professional? If you prefer someone in a specific HR specialty or an HR generalist. Once you are clear on your ideal HR mentor partnership, then you can start to develop the process that will work best for you.

STEP 4: LENGTH OF THE HR MENTORING PARTNERSHIP

You can decide how long you would like to participate in a mentoring partnership. For example, you could consider mentoring on a short-term basis for a few weeks/months. Or a more long-term process such as a year. Or you could also consider a one-time mentoring event.

STEP 6: GETTING STARTED

Now that you have considered these steps, you can now start to create your own unique process from who you will mentor, to creating an engaging process throughout. How exciting!! For more tips on how to accomplish this be sure to visit mentoringinhr.com for more tools.