



The PHRPS Mentoring Program

What is it?

- Started in 2002, this acclaimed PHRPS program matches mentoring pairs: seasoned Human Resources professionals and those in the field who are starting out, having five years tenure or less.
- Supported by our Mentoring Committee, the program is structured with: application process, mentor-mentee matching, orientation program, mid-point/idea exchange program, and ongoing mentor meetings.
- Generally mentoring pairs have two meetings per month at a time and location convenient for both, making use of telephone meetings as well. These meetings are typically ongoing for seven months.

What are the benefits of the PHRPS Mentoring Program?

- For participating organizations... this program provides a unique development opportunity for their HR professional employees, new in their HR careers. The mentorship program can accelerate the development of high potential HR employees, at no fee for their organizations.
- For mentees.... individuals selected into the mentorship program will have a chance to gain knowledge, coaching and perspective from high quality seasoned professionals, in a non-supervisory relationship. Mentees tell us that they value the mentoring relationship with someone outside their organization.
- For PHRPS...we are contributing to our field and professional community by supporting professionals as they address some of their greatest challenges and encouraging their growth and commitment to HR. We are also creating a bridge for new professionals as future contributing members of the PHRPS community.
- For mentors....Mentors report very high levels of satisfaction in developing a strong relationship with a professional: learning from the mentee's perspective, passing on lessons learned from own experiences, sharpening coaching skills, helping to address the dynamics of complex organizational life and career paths.

Who are our Mentors?

Mentors are drawn from PHRPS members, many of them former HR executives and outstanding consultants, and have the following qualifications:

- Advanced degree in a Human Resource-related area or equivalent professional experience
- Minimum 8 years direct HR experience either internally or externally
- Minimum 3 years in a senior management role

What are the Mentee requirements?

- Interested in a long-term professional career in HR.
- Five years or less work experience in the field of HR, presently working as a generalist or specialist job within a corporate/business HR department, or, as an entry consultant/staff specialist in an HR consulting firm.
- Demonstrates a promising combination of talents and personal motivation.

How can you get involved?

- Contact the PHRPS Mentoring Chair, Wendy Axelrod at wa@axelrod-associates.com or 215-654-0991.
- Or, tap the PHRPS website, 'Volunteer Opportunities' at www.phrps.com.
- Or, call the PHRPS office at 800-871-9012, ext. 78777 or email phrps@barrpino.com.