

MENTEE GUIDE

Month 6: Future of HR & Long-Term Goals



“Don’t just plan your next role. Shape the future you want to be part of.”

This final session is about zooming out - beyond job titles, beyond your current context - and thinking deeply about what comes next for you, for HR, and for the world of work.

It’s a chance to reflect on your long-term career intentions and start building a personal learning roadmap that will keep you relevant, energised, and future-fit as a people leader.



WARM-UP PROMPT

Before your session, take 5 minutes to reflect:

“What kind of impact do I want to have in my career, and in the HR profession, over the next 5–10 years?”

PREP QUESTIONS (BEFORE YOU MEET)

Take 10–15 minutes to reflect on the following:

- What excites me about the future of HR and the world of work?
- What trends or shifts am I most curious about or affected by?
- What kind of career legacy do I want to leave behind?
- What strengths or skills do I want to develop next, not for my current role, but for my future one?

CONVERSATION STARTERS

- “I’ve been thinking about how the HR profession is evolving, and where I want to grow with it.”
- “Here’s what the ‘big picture’ looks like for me, even if it’s still forming.”
- “What would it look like to design my career with intention instead of just reacting?”
- “I’m not 100% clear on exactly where it is I want to go next in my career, how do I start this journey of deciding what’s next?”

WATCH OUTS

- Don’t limit your vision to what your current organisation can offer
- Avoid thinking of learning as only formal training - exposure, projects, and reflection count too
- Be mindful not to over-engineer the future - stay open to surprise opportunities

REFLECTION PROMPTS (POST-SESSION OR JOURNAL PROMPTS)

- How do I want to contribute to shaping the future of HR?
- Where do I want to be stretched intellectually or professionally?
- What skills, knowledge, or experiences do I need to stay ahead?
- How can I keep momentum going after this programme ends?

ACTIONS TO TAKE

- Define your long-term career intention in one powerful sentence (e.g. “I want to drive purpose-led culture change across complex, global organisations.”)
- Identify 1–2 trends you want to explore or engage with more deeply (e.g. AI in HR, DEI strategy, experiential learning)
- Map your **Personal Learning Roadmap** for the next 12 months:
 - What do I want to learn?
 - How will I learn it (course, mentor, stretch project, book)?
 - When will I start?

LOOKING BEYOND THE PROGRAMME

As you close out this mentoring journey, ask yourself:

“What’s one habit, insight, or mindset I want to carry forward - and one action I’ll commit to in the next 30 days?”

“What’s been my biggest a-ha moment during the course of the mentoring?”

This is your opportunity to continue leading your career with purpose and possibility.