

MENTEE

WELCOME GUIDE

LET'S TALK TALENT MENTORING PROGRAMME

Your complete guide to what to expect, how to get the most from your mentoring journey, and how to show up as a powerful, purposeful mentee.



**Let's
Talk
Talent**

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WELCOME

WHY MENTORING MATTERS AT LTT

“Kind people are our kind of people”

At Let's Talk Talent, we believe in the transformative power of human connection. Our mentoring programme embodies this belief in action, creating spaces where careers flourish and potential is unleashed.

Many of us can point to pivotal moments when someone saw something in us that we couldn't yet see in ourselves. Those moments of recognition and belief often become turning points in our professional journeys. This is the essence of mentoring: a moment of belief that can change someone's whole direction. By launching this programme, we're investing in the HR community that has given us so much. We're building the future of our profession, one meaningful conversation at a time.

True mentoring isn't about dispensing wisdom from up high. It's about creating space for discovery. It's about listening with intention. And ultimately, it's about empowering each other to bring our authentic selves to our work and the people we serve.

Thank you for joining us on this journey. Our hope is that you'll emerge with not only greater career clarity, but a deeper sense of connection, capability, and confidence.

We can't wait to hear about your experiences and the insights that emerge along the way!

Jo & Yvette
Let's Talk Talent



THE VALUE OF MENTORING AND YOUR ROLE AS A MENTEE

Mentoring works best when it's a partnership - not a one-way street.

Your mentor isn't here to tell you what to do. They're here to be a sounding board, a challenger, and a champion. They'll hold up the mirror so you can see what's possible, ask the questions that make you think differently, and offer perspective to help you grow. But your job? It's just as important.

Here's what being a powerful mentee looks like:

- 1** You come prepared - with curiosity, reflection, and openness.
- 2** You drive the agenda - your mentor is here to help you think, not think for you.
- 3** You act on insight - reflection is important, but action is where the growth happens.
- 4** You stay honest - about where you're at, what's getting in the way, and what you really want.

The more you show up, the more you'll get from this experience.

And remember: mentoring is not just about your next role.

It's about building the mindset, resilience, and vision to lead the career you want, not the one you think you should want.

HOW THE PROGRAMME WORKS

Over the next six months, you'll take part in a structured, values-led mentoring journey designed to help you take your next step with clarity, confidence, and community.

FORMAT

- 1:1 sessions with your mentor, once a month
- Sessions are virtual and flexible, you'll set the time with your mentor
- Each session will focus on a specific theme and include a prep guide

THEMES

- Career Clarity & Strategic Positioning
- Personal Brand & Influence
- Strategic Thinking & Commercial Acumen
- Leadership Confidence & Impact
- Career Acceleration & Readiness for Senior Roles
- Future of HR & Long-Term Goals

Each theme includes a short prep prompt, reflection questions, suggested actions & resources to deepen your thinking

You will have everything you need in these guides to have a really meaningful and impactful conversation with your mentor. Your mentor will also have access to the relevant guide for the monthly theme to help deepen your insights and reflections.

MILESTONES

- **Month 1:** Welcome & Career Clarity
- **Month 3:** Midpoint Check-In
- **Month 6:** Wrap-Up & Final Reflection

You'll receive reminders along the way, and we'll be checking in to hear how you're getting on.

**And we will be with you every step of the way.
If you get stuck, just reach out to the LTT team!**

YOUR ROLE AND COMMITMENT AS A MENTEE

Mentoring works when you show up with intention and take ownership of your journey.

Here are your commitments:

- Commit to 1 hour per month for your session, and show up fully present
- Prepare ahead of each session using the monthly 1-pager
- Reflect and take action between sessions, growth lives in the follow-through
- Stay open, honest, and respectful, this is a partnership built on trust
- Keep everything confidential, your mentor is offering you a safe space

Optional, but powerful:

- Keep a reflection log or voice note after each session
- Share what's resonating with someone you trust - insight grows when spoken aloud

AND FINALLY

We believe careers aren't built in isolation, they're shaped by the conversations we have, the people who believe in us, and the choices we make when we back ourselves.

This mentoring programme is just one chapter, but we hope it's a meaningful one. A chapter that helps you gain clarity, rediscover confidence, and move forward with purpose.

You don't have to have it all figured out. You just have to keep showing up, keep asking questions, and keep taking the next small step.

So here's to the next step.

To bold questions.

To kind guidance.

To leading your career - your way.

**We're cheering you on,
The LTT Team**



FAQ'S

EVERYTHING YOU'RE WONDERING, ANSWERED

- 1 What if I miss a session?**
That's okay, life happens. Just let your mentor know in advance and reschedule if possible.
- 2 Can I contact my mentor between sessions?**
Yes, if they're happy with that and if that's what you agree in your first session. Most mentors are open to light-touch check-ins via email. We recommend you setup an initial "getting to know each other" session where you can discuss and agree how you'll be working together moving forward.
- 3 What if my mentor isn't the right fit?**
If something's not working, let us know. We want this to be a supportive and meaningful experience for both of you.
- 4 Will my mentor give me advice or tell me what to do?**
Not exactly. Mentors are here to guide, challenge, and reflect with you, not to make decisions for you.
- 5 Can I request a specific mentor next time?**
We do our best to match mentees with the right mentor for the moment they're in. If you come back to the programme in future, let us know what kind of support you're looking for.
- 6 Do I get a certificate?**
Yes - and more than that, you'll walk away with clarity, momentum, and real connection.

WE ARE EXCITED TO HAVE YOU ONBOARD!

THANK YOU!

We hope you've enjoyed the journey!

If there is anyone in your team or network that you believe would be interested in joining the LTT Mentoring Programme, please do get in touch!

