

MENTOR 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 helping your mentee zoom out from immediate career steps and think bigger - about their legacy, the direction of the profession, and what kind of impact they want to have.

Your role is to create space for visioning, to encourage curiosity about HR’s future, and to support them in building a practical, personal learning roadmap to stay future-fit as a people leader.

This session is as much about possibility as it is about planning.



CONVERSATION STARTER

Begin with:

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

This unlocks forward-thinking energy and purpose.

QUESTIONS TO EXPLORE

Use these to guide the conversation:

- What excites you about the future of HR, and where do you see yourself contributing?
- What are the emerging trends or changes in the world of work that you want to lean into?
- What kind of career legacy do you want to start building now?
- How do you want to keep growing, not just for your current role, but for the future one?

WHAT TO LISTEN FOR

- Clarity (or confusion) around long-term purpose or values
- Curiosity about the profession’s future, or lack of exposure to it
- Strengths that are currently under-leveraged but could play a big role in the future of work
- A desire for growth, but no clear learning plan or structure

WATCH OUTS

- Don’t limit the conversation to internal career ladders, encourage thinking beyond the current org and to think more squiggly
- Be mindful not to push for a polished 10-year plan, it’s about creating direction, not perfection

WAYS TO ADD VALUE

- Share what future-focused learning or development has helped you stay relevant and energised
- Offer suggestions for trends to watch or networks to join (e.g. AI in HR, DEI, talent strategy forums)
- Reflect back where you see long-term leadership potential in their strengths
- Encourage experimentation, trying new projects or ways of thinking, not just traditional learning routes

ACTIONS TO ENCOURAGE

Support your mentee in completing the **Personal Learning Roadmap** by helping them:

1. Define a long-term career intention in one powerful sentence
2. Identify 1–2 future-facing HR trends they’re curious about
3. Map their learning plan across the next 12 months:
 - What do you want to learn?
 - How will you learn it (course, mentor, stretch project, reading)?
 - When will you start?

Encourage small, practical next steps - clarity breeds momentum.

CLOSING THE PROGRAMME

To close the mentoring journey, invite this reflection:

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

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

Thank your mentee for showing up to the process - and remind them that leading their career with purpose is the most future-fit skill of all.