

MENTOR

WELCOME GUIDE

LET'S TALK TALENT MENTORING PROGRAMME

Your guide to making a meaningful difference, one conversation at a time.

This guide is here to support you as you support others. Inside, you'll find everything you need to navigate your mentoring journey with clarity, confidence, and care.



**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 and for being generous with your time and your expertise. You're not just guiding someone's career, you're helping shape the future of the profession.

We can't wait to hear about your experiences and the connections that you build.

Jo & Yvette
Let's Talk Talent



WHAT GREAT MENTORS HAVE IN COMMON

Mentoring is a partnership. It's not about being the expert or solving someone's problems, it's about helping them unlock their own clarity and confidence.

Great mentors:

- Listen deeply before offering guidance
- Challenge supportively, not prescriptively
- Hold space, rather than fill silence
- Reflect potential that the mentee may not yet see in themselves

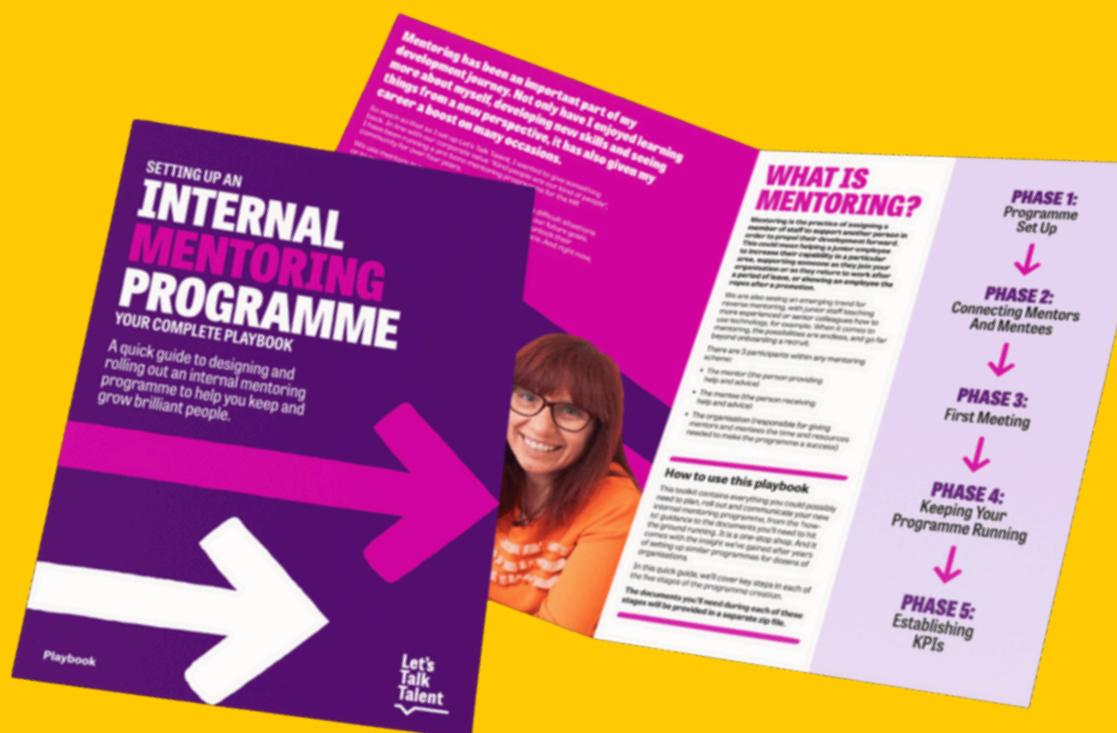
What your mentee needs most might not be advice, it might be perspective, encouragement, or the confidence to think differently.

You don't need to have it all figured out.

Just be present, curious, and kind.

That's what changes everything.

Incase you were thinking of creating your own internal mentoring programme, download our internal mentoring programme playbook!



HOW THE PROGRAMME WORKS

Over the next six months, you'll take part in a structured, flexible, and values-led mentoring experience.

FORMAT

- One 1:1 session per month with your mentee
- Sessions are virtual and scheduled directly with your mentee
- Each month has a guided theme to support structure and focus

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 overview of the topic, questions & exercises to explore, watch-outs, value-adding tips, and optional resources

You'll receive a Mentor Guide for each theme - your resource to create deeper conversations without needing to prepare extensively.

You will also be able to see and access the Mentee guides to get an understanding of what they've been reflecting on for each topic.

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 MENTOR

We know your time is precious, and we don't take your contribution lightly.

These are the light-touch commitments we ask:

- Commit to one session per month (~1 hour)
- Read the monthly guide ahead of each session
- Show up with curiosity, kindness, and presence
- Offer a confidential, judgement-free space
- Encourage reflection, insight, and action
- Keep the focus on your mentee's goals and growth

Optional, but powerful:

- Share relevant stories from your career journey
- Introduce mentees to other people or resources
- Encourage them to articulate what they're learning and how they'll apply it

AND FINALLY

You're not here to have all the answers. You're here to ask great questions. To reflect potential. To create space where someone can take that next bold step. We believe mentoring is one of the most generous things you can do as a leader.

So thank you - for your time, your insight, and your kindness.

You're not just guiding someone's career, you're helping shape the future of our profession.

**We're with you every step of the way,
The LTT Team**



FAQ'S

SUPPORTING YOU ALONG THE WAY

- 1 What if I can't make a session?**
No problem. Let your mentee know and try to reschedule. Just keep communication open.
- 2 Do I need to prepare a lot?**
No - each theme guide provides structure, insight prompts, and ways to add value. Skim the guide and show up with intention.
- 3 Can I contact the LTT team if I have questions?**
Absolutely. We're here for anything you need, from support with your mentee to suggestions on how to approach a tricky conversation.
- 4 What if the match doesn't feel right?**
Let us know. We want the experience to feel meaningful for both of you.
- 5 Will my mentee ask for advice or support between sessions?**
They might - we encourage you to agree expectations in your first session. Light-touch contact between sessions is fine if you're both comfortable with it.
- 6 Do I get anything at the end?**
Yes! You'll be invited to a Mentor Thank You Event and receive an "LTT Certified Mentor" badge for your LinkedIn profile - but most importantly, you'll walk away having made a real difference.

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 supporting the LTT Mentoring Programme as a Mentor, please do get in touch!

