



## About the programme

The mentorship programme is between November to August. It is aimed to create a supportive mentoring relationship between experienced HKAST members (Mentors) and members who are newly-qualified, oversea graduates, and/or with <4 years of working experience (Mentees), to facilitate their learning, social, and personal growth as a young professional. Meanwhile, this programme does not serve purposes for any direct business use.

### The matching process

The mentors-mentees ratio is about 1:4 and the matching process will be carried out by the HKAST Member Networking team. It will be based on a number of factors such as mentees' areas of interest, mentors' areas of expertise, expectations and common interests of both parties.



### The meetings

HKAST will host 3 meetings during the programme period. We also recommend 2-3 additional meet-ups, supplemented by regular communication through emails, social media, and/or phone calls. We strongly encourage the mentees to take initiatives and organise the meetings.



### For Mentors

Serving as a mentor to a new professional can be incredibly rewarding. Through appropriate techniques (active listening, good questioning, and appropriate feedback), you can help them grow to deliver best practices and develop next practices.



### For Mentees

The mentoring relationship is what you put into it. To make the most of the experience, try to engage in the following habits: ask questions, be respectful, self-reflect, and keep in touch. Last but not least, show appreciation to your mentor!

