



NOVA SHRM and Dulles SHRM Mentor HR® Program

2021 Information Overview

Background

Thank you for your interest in the Mentor HR® Program, the Washington, DC metro area's award-winning mentoring and leadership development program for HR professionals. Our program is a small group, virtual, cohort-based program which operates from March 2021 to January 2022. Participants have an opportunity to earn up to 16 SHRM and HRCI recertification credits.

Mentor HR® is an ideal fit for HR professionals with 3 to 30 years of experience who want to enhance their personal leadership skills, love individual and small group learning, are self-motivated, and can commit a minimum of 5 hours a month to learning and professional development.

Participants must be active National SHRM members to participate. Preference will be given to NOVA SHRM and Dulles SHRM members who may participate at no cost. SHRM at-large members or members of other local chapters may participate for a small fee which includes program materials such as leadership assessments, books, training materials, and postage expenses.

The Mentor HR® Program is led by founder, Mary Kitson, and a leadership team which includes HR executives, managers, generalists, and specialists across the public, private, and non-profit sectors. This program provides you access to these leaders and many additional resources to enhance your development. Mary is a certified leadership coach with the International Coach Federation and a certified Designing Your Life Coach, she holds the SHRM-CP and PHR.

Mentoring and Leadership Development Models

The Mentor HR® program focuses on whole-person development in a safe and supportive learning environment where all voices are heard and respected. Mentor HR® will use experiential learning to teach you how to apply the Pivotal Mentoring® method. This powerful process helps you to achieve personal breakthroughs by leveraging the collective knowledge, experience, and support (aka, the "collective effervescence") of peers.

The Mentor HR® leadership team makes mentoring "matches" based on experience level, career focus, learning/development objectives, and personal preferences you indicate are important to you. Participants serve as co-mentors to each other, playing both mentor and mentee as the situation requires.

Participants are assigned a mentor liaison to advise on goals, help with learning assignments, and provide guidance throughout the Mentor HR® program experience. Mentor liaisons are Mentor HR® alumni who are invested in your learning and development and want to help you be successful.



The Mentor HR® program leverages the Ariel Group's PRES model of leadership, which focuses on developing your leadership presence and understanding how to be your most authentic self to improve the way you influence and engage with others. After participating in a coaching workshop, you will have an opportunity to receive a complimentary one-hour coaching session with a certified leadership coach.

Participation Requirements

The Mentor HR® cohort will meet virtually from 6:00 PM to 8:30 PM ET on the second Wednesday of each month from March 2021 to January 2022. We will hold our December 2021 meeting one week early to accommodate the Dulles SHRM holiday party.

We expect you will make every effort to participate in all Mentor HR® meetings. If you choose to discontinue your affiliation with the program for a reason other than a personal emergency (i.e., serious illness, spouse job relocation), the Mentor HR® Program Director reserves the right not to reconsider you for participation in the future. Your application indicates that you understand the personal commitment required for the program.

2021 Selection Process

Prior to the application due date on November 29, 2020, please send an email to mkitson@mitre.org and courtesy copy shrm.mentoring@gmail.com with an expression of interest and a copy of your resume. Please use "SHRM Mentor HR Application" in the subject line. The Mentor HR® Program Director will confirm your expression of interest via email and send you a link to complete an online application.

The Mentor HR® leadership team will review all applications within 30 days of the application due date (29 November 2020) and invite those who meet the minimum qualifications to participate in a 30-minute virtual interview with two Mentor HR® alumni in January 2021. The Mentor HR® leadership team will contact everyone about their acceptance status in mid-February 2021.

Mentor HR® will sponsor a maximum of 14 participants for the 2021 calendar year. Our objective is to have a diverse group of participants, including but not limited to varying HR disciplines, experience levels, and perspectives. Information gathered during the application process will remain strictly confidential and is used solely for purposes of Mentor HR®.

For specific questions, please contact Mary Kitson, Program Director, ACC, PHR, SHRM-CP at (Tel) 703-975-0331, or email: mkitson@mitre.org and shrm.mentoring@gmail.com with the subject line "SHRM Mentor HR Program".