

# How do the EMEA, Canadian, and Asia-Pacific Mentoring Programs work?

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- ***The HBA mentoring program will be virtual. If mentoring pairs wish to meet in-person, they are welcome to do so.***
  - 1:1 - one mentor is matched with one mentee. Though in EMEA, mentees can choose to participate in either a 1:1 match or a circle/group setting.
  - Mentoring pairs meet at least once a month for ~28 weeks.
  - Mentees set goals at the beginning of the program; mentors help mentees make progress toward achieving their goals.
  - Key program information, tools, and resources will be shared with mentors and mentees prior to or during the kickoff.
  - Mentors and mentees are notified of their pairing or group compositions by their regional mentoring leadership team.
  - At the end of the program, mentees assess the progress they made toward their goals and consider how to continue to leverage and apply what they've learned.
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