

# How do the US Regional Mentoring Programs work?

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- ***The HBA Mentoring Program is mostly virtual. However, some regions and mentoring groups/pairs may wish to meet in-person. As long as participants are comfortable with these circumstances, you are welcome to do so.***
  - Mentoring takes place in groups (“circles”) with most groups made up of two mentors paired with four mentees for all regions except for Canada and Asia Pacific, where mentoring occurs in 1:1 pairs. For EMEA, mentees have the option of selecting a 1:1 pair or a mentoring circle.
  - Circle composition may vary slightly depending on each year’s applicants and their locations, companies, goals, and mentoring focus areas.
  - Mentees set goals at the beginning of the program; mentors help mentees make progress toward achieving their goals.
  - Mentoring circles share a common area of interest/focus, developmental areas, or type of goal.
  - Key program information, tools, and resources will be shared with mentors and mentees prior to or during the kick-off.
  - Mentors and mentees are notified by their regional leadership team about their assigned group or pairing.
  - Each mentoring group determines its own rules and expectations and establishes its own meeting format and schedule.
  - Mentoring groups work together over the course of ~28 weeks, meeting *at least* monthly (every three weeks is recommended) to help mentees make progress toward their goals.
  - 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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