

May 26, 2026

## Overview

The mentoring programme at IpX is designed to accelerate professional development, foster cross-functional collaboration, and transfer critical domain expertise across industries. It supports onboarding, growth within the IpX committee, and succession planning while cultivating a legacy of leadership and innovation.

Key Features:

- Structured mentor–mentee relationships for a minimum of 6 months
- Meetings between Mentoring partners should be at least once per month
- SMART goal setting and progress tracking
- Integration with broader talent and transformation initiatives, i.e. IpX Sub-Committees, Main Congress
- Recognition of contributions and promotion of future mentors

## Mentor Responsibilities

Mentors play a pivotal role in shaping future leaders and embedding best practices. Their responsibilities include:

- **Knowledge Transfer:** Share technical expertise, strategic insights, and industry context
- **Goal Setting:** Collaborate with mentees to define SMART objectives and development plans
- **Regular Engagement:** Hold monthly sessions, provide timely feedback, and adapt to evolving needs
- **Confidentiality & Trust:** Foster a safe, respectful environment for open dialogue
- **Progress Monitoring:** Track mentee growth, offer constructive guidance, and escalate concerns if needed
- **Programme Contribution:** Participate in feedback loops, contribute to group sessions, and support continuous improvement
- **Legacy Building:** Encourage mentees to become mentors and contribute to communities of practice

### **Mentee Responsibilities**

Mentees are expected to **take ownership of their development** and **actively engage** in the mentoring relationship. Their responsibilities include:

- Preparation & Initiative: Come to sessions with clear goals, questions, and updates
- Openness to Feedback: Embrace constructive input and apply it to real-world challenges
- Goal Commitment: Work toward agreed objectives and document progress
- Respect & Confidentiality: Maintain professionalism and trust within the relationship
- Active Participation: Engage in programme activities, peer learning, and reflection exercises
- Feedback Contribution: Share insights to help refine the programme and mentor experience
- Future Readiness: Aspire to mentor others and contribute to the organisation's knowledge ecosystem

### **IpX Responsibilities**

IpX is committed to fostering a safe, respectful, and constructive environment for both mentors and mentees, recognising the voluntary nature of their engagement. To support this, IpX will establish a clear and accessible process for escalation and complaints, ensuring timely resolution of conflicts and, where necessary, impartial mediation between parties.