



SAICA Mentorship Programme 2024

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1. Selection criteria for all participants: Mentors and Mentees

To be eligible for selection:

- Members must be in good standing.
- The programme is open to CA(SA)s, AGAs, and trainees in the final two years of their training contract.
- Participants must have sufficient time available to commit to the programme.
- In the case of mentors, typically a minimum of five years' post articles experience with a philosophy of giving and commitment to developing others.
- In the case of mentees, generally less than seven years' post articles experience and a desire to learn how to navigate a career in the interesting times we live in.
- The narrative in your responses to this application (mentors and mentees) is a key selection criterion.
- Ability and commitment to attend all training sessions.
- Agreement to be willing to learn and to ask for, give and receive feedback.

As part of the selection process you will be asked if you are prepared to commit to attend all of the sessions.

Programme commitments to be made by all mentors and mentees. An important element of the programme is the training that you are being offered. If you want to join the programme it is important to confirm that you are willing to commit to attending the training sessions as described in the link on programme commitments.

2. Benefits to Participants

2.1. Benefits to mentors

- Professional and leadership development
- Exposure to fresh perspectives, ideas and approaches
- Establish and extend professional development record
- Opportunity to reflect on one's own goals and practices
- Development of personal leadership and coaching/mentoring styles
- Opportunity to contribute to the success and development of others, and the profession as a whole
- As the programme develops there is a potential for the participants to collaborate in ways that can transform the professional reputation of the accounting profession
- Opportunity to learn from fellow mentors and expert facilitators at practical skills and supervision sessions
- Participation counts towards SAICA CPD requirements
- Opportunity to gain credits towards a formal coaching/ mentoring qualification

2.2. Benefits to mentees

- Exposure to new ideas and ways of thinking
- Advice on developing strengths and overcoming weaknesses
- Guidance on professional development and career advancement
- The opportunity to develop new skills and knowledge
- Peer interaction, learning from fellow CAs about career and professional development
- As the programme develops there is a potential for the participants to collaborate in ways that can transform the professional reputation of the accounting profession



- Participation counts towards SAICA CPD requirements

For more information about the background, approach and philosophy of the programme see the following article in the June 2021 edition of the ASA magazine,

<http://magazine.accountancysa.org.za/articles/saica-s-mentoring-programme>

In the following ASA article 2020 SAICA Mentoring Programme participant, Mandisa Mpulo, describes how the programme works, the benefits it offers to members and the role played by some of the people involved in delivery of the programme, which includes former participants known as Ambassadors. The Ambassadors play a key role in ensuring that the programme is a sustainable and relevant, member-led project

<https://www.accountancysa.org.za/advice-finding-your-own-north-star/>

Mandisa continued the thread in the following article

<https://www.accountancysa.org.za/advice-pathways-to-possibility/>