



**INSTITUTE OF  
CERTIFIED PUBLIC ACCOUNTANTS  
OF UGANDA**

# **ICPAU MENTORSHIP PROGRAMME**

Nurturing the next generation of accountants.



The Institute of Certified Public Accountants of Uganda (ICPAU) desires to establish a formal mentorship programme to provide a framework through which senior, experienced CPAs can guide, support, and mentor young accountants as they transition into the profession.

## **PROGRAMME PURPOSE**

The ICPAU Mentorship Programme is designed to nurture the next generation of accountants by strengthening their technical competence, ethical foundations, and leadership capacity. It provides a sustainable system for professional development through intergenerational learning, supporting both mentors and mentees on their career paths.



## PROGRAMME OBJECTIVES



The programme aims to:

- i. Provide structured support to early-career CPAs as they navigate their professional journey.
- ii. Enhance professional competence through shared experiences, practical insights, and sector-specific learning.
- iii. Strengthen ethical behaviour, character, and leadership principles for long-term success of the individual and the profession.
- iv. Create meaningful networking opportunities among members across sectors.
- v. Promote lifelong learning through recommended reading, personal development, and reflective practices.
- vi. Foster a culture of giving back, where senior members invest in the growth of the next generation.

## MENTORSHIP FOCUS AREAS

- i. Career development and progression
- ii. Technical skills enhancement
- iii. Life skills and work ethic
- iv. Principles of personal success
- v. Leadership and emotional intelligence
- vi. Professional networking and exposure
- vii. Inspirational reading and thought leadership



## MENTOR-MENTEE MATCHING

An automated mentor-mentee matching platform shall be developed to facilitate structured and transparent pairing. Matching criteria shall include but not limited to; Industry or sector of interest, Career aspirations, Experience and specialization, Regional Member Network Affiliation, and Gender (Women in Accountancy).

Each mentor be assigned a minimum of four (4) and a maximum of six (6) mentees per session. The mentee will choose their preferred mentor through the platform, subject to availability. Once a mentor reaches the maximum number of assigned mentees, the system shall automatically disable further selections for that mentor.





## MENTORSHIP DURATION

The mentorship relationship will run for 12 months for each mentee, renewable subject to mutual agreement.

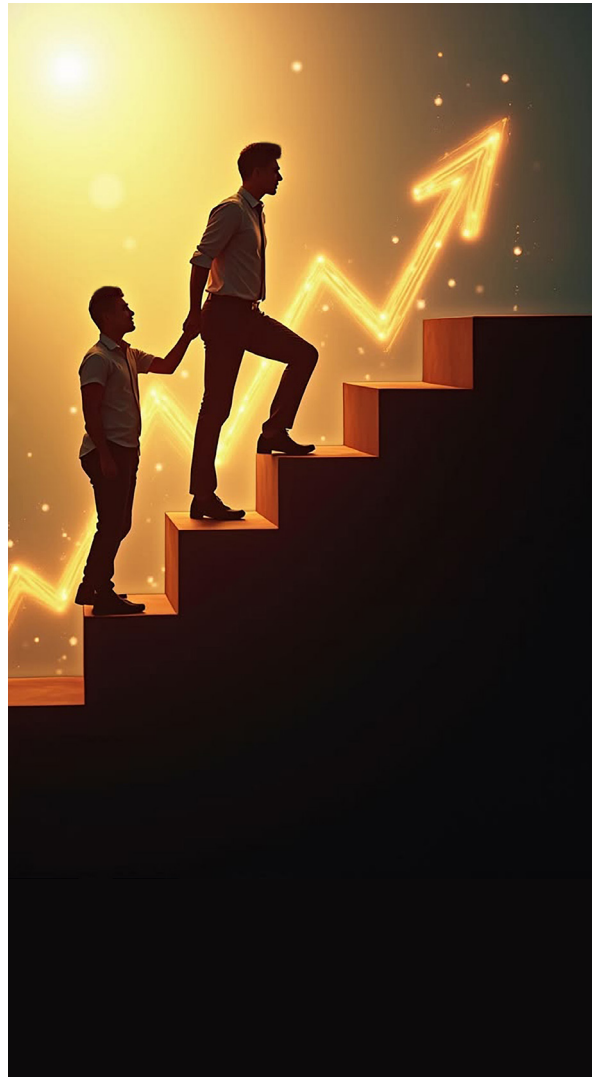
## ENGAGEMENT FREQUENCY

The minimum frequency of engagement will be four times a year. This could increase on mutual agreement between the mentor and mentee.

## TRAINING AND ORIENTATION

Orientation sessions will be conducted for mentors and mentees covering:

- I. Roles and responsibilities
- II. Ethics and confidentiality
- III. Effective communication
- IV. Relationship-building techniques
- V. Expectations



## EXPECTED OUTCOMES OF THE PROGRAMME

- i. More confident and competent early-career accountants
- ii. A strengthened community of professional accountants
- iii. Increased professional ethics and leadership capacity
- iv. Improved retention and engagement of young members
- v. Enhanced visibility of mentorship as a core professional value
- vi. A sustainable pipeline of future leaders within the profession

## MONITORING AND FEEDBACK

- i. Bi-annual progress reports from the mentors to track progress.
- ii. End of year reviews and report from the mentors.
- iii. Success stories and testimonials.



## Become a mentor at ICPAU

Sign up today <https://forms.gle/sqWxTkgR9THQMhMV8>

