

The background features a large, semi-transparent seal of the Defense Equal Opportunity Management Institute (DEOMI). The seal is circular and contains a central shield with a sword, a scale of justice, and a banner. The text "DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE" is written around the top inner edge, and "KNOWLEDGE - EQUALITY - READINESS" is written around the bottom inner edge.

Mentorship Program Overview

Agenda

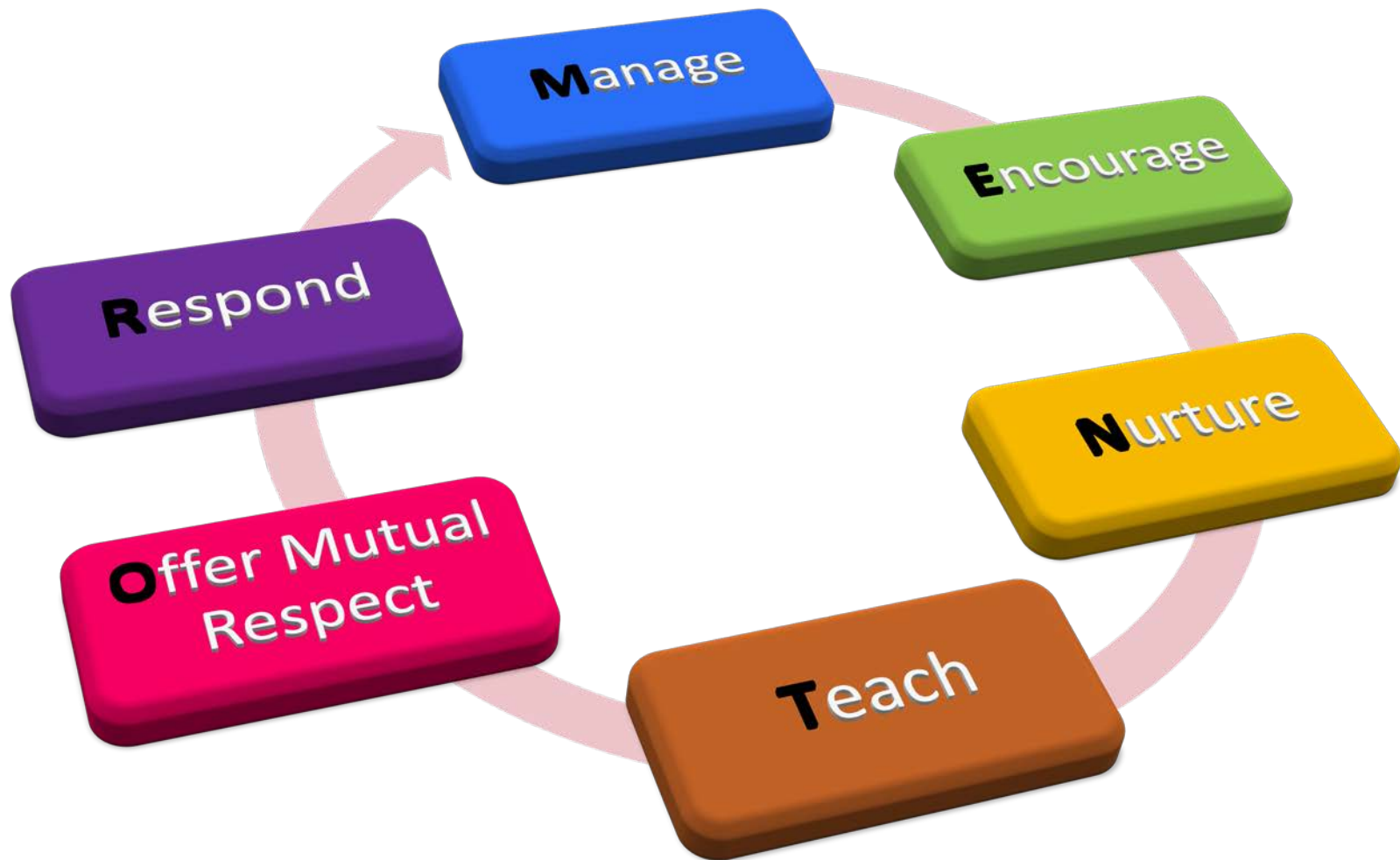
- Define Mentorship
- Distinguish Role of Mentor
- Distinguish Role of Mentee
- Mentorship Topics
- Discuss Mentoring Pitfalls/Traps
- Discuss Benefits of a Mentorship Program
- Summary

Mentorship Defined

Mentorship is a developmental relationship. It exists between a person of greater experience (mentor) and a person of lesser experience (mentee). It is characterized by mutual trust and respect.

- May extend beyond chain of command
- Improves performance, personal/professional development, career progression, and morale

Role of a Mentor



Role of a Mentee



Selecting a Mentor/Mentee

- Want vs Need?
- Similarity-attraction vs diversity?
- Comfort zone vs cognitive dissonance?
- One mentor vs multiple mentors?

Mentorship Topics

Mentorship topics may include:

- Personal Growth
- Time Management
- Professional Development
- Educational Development
- Financial Planning
- Resilience Flexibility
- Fitness Enhancement

Mentorship Topics

Mentorship Checklist



Mentoring Pitfalls

- Time
- Knowledge/Skills
- Over-dependence



Mentoring Challenges

- Moving On
- Fixing Problems
- Mentoring the Opposite Sex
- Hidden Agenda

Benefits of a Mentorship Program

Organization

- Higher Employee Satisfaction
- Immeasurable Transfer of Knowledge and Skills
- Extended Networking and Collaboration Skills
- Increased Organizational Commitment
- Improved Retention

Benefits of a Mentorship Program

Mentor

- Insight into the mentee's line of work & organization
- Sounding board for ideas
- Opportunity for improving counseling, coaching, and guidance skills
- Helping another person to grow and develop
- Sharing experience and knowledge

Benefits of a Mentorship Program

Mentee

- Enrichment for new employees
- Acquire additional skills, knowledge, and abilities
- Strengthen confidence
- Better informed career planning and improved career progression
- Become a more effective team member
- Improved networking/access to influential people

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Amazing people don't just happen, they are mentored!

Successful people never reach their goals alone!