

Defense Threat Reduction Agency (DTRA) & USSTRATCOM Center for Combating WMD (SCC-WMD)

Mentoring Program

***Presented by:
Mr. Chris Rhodes***





Purpose

- The DTRA/SCC-WMD Mentoring Program is designed to improve the leadership skills and competencies of civilian and military employees



Program Goals and Objectives

- Facilitate the transfer of technical and professional knowledge and expertise
- Recognize skills and competencies needed for success and find developmental opportunities needed to develop those skills
- Gain an understanding of organizational values, relationships, and unwritten rules
- Increase exposure at different organizational levels
- Make realistic, achievable Mentoring Action Plans



Program Benefits

- Increases understanding of the organization
- Improves communications and collaboration across the Agency
- Expands networks
- Increases productivity, performance and morale
- Recognizes growth opportunities
- Creates a greater sense of community



Program Features

- Formal Training
- Matching Process
- Meetings with Mentors
- Self and 360 Feedback
- Mentoring Action Plan
 - Developmental Assignments
 - Networking Opportunities
- Motivational Speakers



Formal Mentoring

- A critical aspect of the program is a formal mentoring relationship
- Formal mentoring capitalizes on the experiences of successful individuals (mentors) who are committed to developing a highly skilled and high performing workforce
- The formal mentoring support includes a facilitated matching process, formal mentoring training, and established tracking system, and clear goals for measuring success



Typical Time Commitments

- Mentoring participants commit to a 10 month mentoring partnership. This includes a minimum of two – four hours per month either face-to-face with their partner or working on developmental assignments and activities
- Each mentoring pair will agree on the frequency of the mentoring meetings
- Formal mentoring support will conclude at the end of the program



Eligibility

- Participation will be on a voluntary basis
- Mentees: will demonstrate leadership potential and be committed to their personal achievement as well as to the continued success of the organization
- Mentors: will demonstrate excellence in their careers, possess a positive outlook, and have good communications skills



Keys to a Successful Program

- Visible top management support from across the organization
- Active program champion
- Dedicated program manager
- Mentor/Mentee commitment
- Participant having a voice in the matching process
- Activities and milestones during the mentoring year



Gains From The Mentees Perspective

- *“Having a better understanding of my organization and learning to communicate and interact more with others were my top two goals when joining the program. Both goals have been fulfilled. I am thankful for the guidance I received from my mentor and the mentorship team.”*
- *“Participating in the mentoring program helped me obtain the big picture of the Agency. With this opportunity I was able to understand my contribution to the Agency.”*
- *“I learned that I could only do my best and leave the rest alone. I learned to speak up for myself especially when I hate confrontations and I know someone is at the wrong. I learned that I am an added value employee and I do make a difference to this organization.”*



Gains From The Mentors Perspective

- *“It provides an opportunity for a true self-evaluation as plans are made to mentor effectively. It is personally satisfying to see growth in our junior leaders.”*
- *“I gained an appreciation for the high level of commitment required to serve as a mentor in a structured mentoring program.”*
- *“Truly understanding that both partners have something to bring to the table. Whether mentee or mentor, both have something to offer and take from the experience.”*
- *“Re-engaged with others in the organization that I might not always have the time to work with. The program reinforced my belief in the need to have a mentee and mentor, and I made this a requirement within my division.”*



Program History

- DTRA has had a formal Mentoring Program since 2002
- In recent years, participation has increased
- Senior leader involvement continues to grow
- Includes personnel from remote sites

Year	Mentors	Mentees	Situational Mentors	Participant Total
2010/11	42	50	18	110
2009/10	56	56	38	150
2008	40	40	25	105
2006/07	35	33	20	88
2005/06	25	22	5	52
2004/05	29	29	2	60
2003/04	7	8	1	16
2002	24	24	0	48



Point of Contact Info

- DTRA/SCC-WMD Mentoring Program Manager
 - Ms. Valarie J. Wright
 - Business Enterprise, Human Capital Office
 - 703-767-4708
 - Valarie.Wright@dtra.mil