

AIR FORCE MENTORING PROGRAM AND RESOURCES

MENTORING

Mentoring is a critical component of the Air Force's development construct. Mentoring is normally a relationship in which an individual with greater wisdom and experience guides another person toward further development personally and professionally. The mentorship program is not created to help promote an individual, but rather it is designed to prepare Airmen as they grow through their respective ranks and gain more responsibilities.

BENEFITS:

The Air Force mentoring program covers a wide array of areas such as career development, Air Force Specialty Code-specific and professional advancement, leadership, heritage and Air Force history, air and space power doctrine, strategic vision, and several other areas. Some of the benefits include:

- Increased capacity to convert the Air Force core values and strategies into actions which produce results
- Mastery of the occupational and institutional competencies
- Ability for members to receive further professional career development opportunities
- Greater retention of current and future Airmen
- More effective and efficient leaders
- Enhanced communication
- Formulation of a more innovative and inclusive environment for Airmen with a universal perspective

For the development of our current and future force, a culture which benefits all of our members collectively and individually must be adopted and cultivated. It is in our best interest to harbor such qualities to be successful in the short term and for the long term progression of our state. To do so may require us to reflect within ourselves and take ownership of our strengths and weaknesses and transform the lesser forces to mightier ones. But by doing this, better character emerges and empowers others to become their own change agents. As each individual adapts and grows, great and positive change occurs that leads the way for others to follow and emulate.

*More can be read about the Air Force Mentoring Program by following the link below

LINK:

[AFMAN 36-2643: Air Force Mentoring Program](#)

AIR FORCE MENTORING PROGRAM

AIR FORCE HANDBOOK 36-2643

17 MAY 2019

Personnel

<https://www.vandenbergfss.com/wp-content/uploads/2019/08/afh36-2643.pdf>

AF MyVector, mentorship resources for Airmen

MyVECTOR is an enterprise solution that supports the Air Force's goal to provide a standardized process available to all Airmen for career development and mentoring. Airmen can be proactive about their career development and mentoring relationships. It's also a mechanism for the Career Field Management (CFM) teams to communicate specific job information to their members by providing job descriptions, typical job duration estimates, and typical follow-on job recommendations from each of the job "buckets" defined on members' pyramids. Through the combination of an Airman's specific duty history information and the CFM team-defined general recommendations, MyVector provides Airmen the ability to fully develop a career plan. The My Mentoring feature completes the system view of the whole picture.

<https://myvector.us.af.mil/myvector/PublicHome/NoticeAndConsent?logOut=False>

Mentoring Makes a Difference - Air University

<https://www.airuniversity.af.edu/Portals/10/ASPJ/journals/Chronicles/bailey.pdf>

DAU

CLC 067

Mentoring the Acquisition Workforce

After completing this module, individuals can use the training to begin a mentoring program in their own agency, or they may complete the training to improve their ability to participate as a mentor or mentee in an active program.

HBS 310

Influencing and Motivating Others

This module examines the principles underlying leaders' abilities to influence other people and to motivate their employees. It is primarily intended for all members of the acquisition community, especially managers and leaders.

Mentorloop

Free professional mentoring resources

https://mentorloop.com/resources/?utm_source=adwords&utm_term=mentoring%20resources&utm_medium=ppc&utm_campaign=Mentoring+Resources&hsa_mt=b&hsa_net=adwords&hsa_grp=49850598847&hsa_cam=925560936&hsa_acc=2974345261&hsa_src=g&hsa_ver=3&hsa_ad=324350847028&hsa_tgt=kwd-357134592711&hsa_kw=mentoring%20resources&gclid=EAIaIQobChMI3OnZ1P-A6AIVi8DACH3mXglNEAMYASAAEgJrYvD_BwE

Air Force eLearning: Developing Leaders Today

Mentoring specific trainings:

<https://usafprod.skillport.com/skillportfe/main.action#search/6177e876-8793-4279-8aaa-ec48e2095f9f>

Mentoring-The objective of this learning program is to provide resources to gain perspective and knowledge of effective mentoring.

Fostering Mentoring Relationships-Mentor relationships are key to enabling success in both your personal and professional lives. This course covers the benefits of mentoring programs for employees, mentors, and the organization as a whole and explores the differences between mentoring and coaching relationships. It also details what makes a mentoring program successful, considering the various mentoring models and approaches and how each contributes to making a mentoring program a good experience for all involved.

Essential Mentoring Techniques: Mentoring Fundamentals-Mentoring can benefit everyone. Mentor relationships, whether formal or informal, are a key to enabling success in both our personal and professional lives. Facilitated mentoring programs offered by organizations can lead to employees acquiring knowledge and expertise more efficiently. These programs also offer other benefits, such as increasing employee retention and work productivity. The mentor relationship helps mentees work out what they want to achieve and how to get there, while benefiting the mentor in the capacity as a role model. Mentors are much more than coaches. They help the whole individual develop by providing advice and resources, supporting career goals, and celebrating achievements.

This course reviews the objectives of mentoring programs and the benefits offered to employees, mentors, and the organization as a whole. It explores the expectations and roles of mentors,

coaches, and managers to understand the distinct advantages of mentor relationships. Finally, it looks at what makes a mentoring program successful, considering the various mentoring models and approaches and how each contributes to making a mentoring program a good experience for all involved.

Essential Mentoring Techniques: Designing and Initiating Mentoring Programs-Mentoring programs are as varied as the organizations that implement them. Options include one-to-one, group, executive, and e-mentoring approaches. These all share common execution strategies that can establish your mentoring program as a viable function within your company. Understanding the goals required from your mentoring program and ensuring that support is available for both mentors and mentees will aid your decision on how to approach mentoring for your company. This course explores how to set up a successful mentoring program by looking at the elements that are needed to design and implement an effective program. It covers how to prepare and plan your program so that participants are oriented and connected effectively. And it explores the criteria for matching mentees and mentors to create fruitful relationships. You will also learn the importance of personal development plans and how to set the learning process in motion so that mentees can achieve their objectives.

Essential Mentoring Techniques: Building and Maintaining Mentoring Relationships-Like all relationships, mentoring comes with its share of obstacles. Effectively building and maintaining a mentoring relationship is important for creating a satisfying and productive pairing. Although the mentee drives the growth phase of the mentoring relationship, the mentor's ability to effectively understand, gauge, probe, and respond to the issues the mentee brings to the table is a crucial aspect of maintaining a solid mentor-mentee bond. In this course, you'll learn how to manage the mentor-mentee relationship and how to respond appropriately to issues that arise. The course examines how to give constructive feedback that enables mentees to solve their own problems. It also provides guidelines on how to deal with program issues such as too much formality and too little support. It explains how to address interpersonal issues in order to sustain a valuable mentoring relationship. Finally, it looks at the unique issues that might arise when mentors and mentees are involved in a virtual mentoring relationship.

Books: <https://usafprod.skillport.com/skillportfe/main.action#>

Coaching and Mentoring: Learning to improve

By: LID Editorial

Overview

Mentoring has much in common with coaching: both are about supporting an individual to overcome problems, achieve success and realise their full potential. Coaching emphasises the development of a technique or skill by someone already skilled, whereas mentoring involves offering guidance and support to increase the understanding and effectiveness of another person. Both are leadership skills and are important when delegating and for a broad range of other management situations, including team-building, developing people, and managing change.

Common skills for mentors, coaches and counsellors are strong interpersonal skills – including listening skills (and questioning), suspending judgement, giving constructive feedback, checking

understanding and providing focus. The value of coaching and mentoring is that they clarify issues, solve problems, create options, change patterns of behaviour (enabling the individual to learn) and support plans and actions to ensure that progress is made.

Creating a Mentoring Program: Mentoring Partnerships Across the Generations

By: Annabelle Reitman, Sylvia Ramirez Benatti

Overview

If you enter "mentoring" in the search engine of a major online bookseller, you will receive 10,261 results. By adding the word "business" and narrowing the search, you will still have 263 results. Mentoring in a great variety of arenas appears to be a very hot topic, but why? Ensher and Murphy (2005) pointed out that it seems like a fad, here today and gone tomorrow, along with all of the help books and hype. But we would argue that it's here to stay, and adds true value. Mentoring can be a great tool to prepare the next generation of leaders, share intellectual capital, pass on organizational history, and engage employees or members in an organization.

9 Powerful Practices of Really Great Mentors: How to Inspire and Motivate Anyone

By: Stephen E. Kohn, Vincent D. O'Connell

Book Summary

Mentoring Defined

Mentoring can be a powerful tool used to bring about meaningful change in your organization. If you want to implement a mentorship program, or become a mentor yourself, it's crucial that you understand the nature of the mentor's role.

A Case for Mentorship

Companies that neglect their employees' potential could face some serious opportunity costs. For example, it is more expensive to search for and recruit talent from outside the organization than it is to groom talented employees who already work for you. Talented people who are given the right platform can help innovate your organizational processes and generate creative new products or services. But, if you don't help them develop the skills they need or give them the freedom to innovate, you won't benefit from their talent. Mentoring is a great way to develop potential in your organization. Remember, though, that the success of your mentorship program hinges on the ability of your mentors to have a meaningful impact on their mentees, so make sure that mentors have the skills they need to be effective in their role.

Understand the Complex, Challenging Role of Mentor

A mentor, at its simplest, is a person who wants to pay his or her experience and expertise forward to more junior people—to help guide them on their path to growth and success. But to achieve this goal, a mentor needs to reflect a wide variety of characteristics, which makes the role of mentor both complex and challenging.

There are many facets to the mentoring role: mentors give advice, and sometimes teach the mentees. They are people their mentees can trust. They are available to their mentees outside the limits of the “day job” and its office hours. Mentors help mentees through significant transitions in life, such as taking the next career step, learning a new skill, or making a tough decision. Mentoring relationships are characterized by reciprocated emotional commitment, which often leads to a long-term bond forming between mentor and mentee.

Creating a Modern Mentoring Culture

By: Randy Emelo

The Need for Modern Mentoring

Mentoring has proven again and again to be a powerful and effective workforce development tool; and the need for mentoring, knowledge sharing, and skill building continues to grow. However, traditional mentoring is no longer adequate in today’s hyper-connected and fast-paced world. The traditional approach to mentoring has been defined as a relationship between an older mentor and a younger mentee who meet in person to facilitate development and to groom the mentee for career progression. This approach has become antiquated and is not enough to help develop a complex and multigenerational workforce.

As such, today’s companies need to change the way they think about mentoring and view it as a holistic practice that extends beyond traditional limited populations and formal programs. Companies need to modernize their approach to mentoring in order to create a culture that’s centered on a habitual attitude toward it, where it becomes less of a special one-time opportunity and more of a commonplace everyday occurrence. Furthermore, companies today must embrace a new form of mentoring and knowledge sharing that allows workers to find and connect with their colleagues so they can learn while on the job, share best practices throughout all areas of the business, and collaborate with people no matter where they are located.

The reality today is that people want to learn from their peers, regardless of what department they may be in or where they may physically work. Technological advancements make it much easier to break down barriers and bring people together. This trend is being driven in part by the millennial generation.

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