

## MENTORING OBJECTIVES

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- Increase Morale
  - Increase Retention
  - Transfer Knowledge
  - Help People Succeed
  - Rejuvenate Employees
  - Improve Unit Cohesion
  - Enhance Employee Skills
  - Increase Workforce Productivity
  - Enhance Employee Engagement
  - Develop Future Leadership Skills
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"Mentoring is an essential ingredient in developing well-rounded, professional, and competent future leaders. The overall goal of mentoring is to help Airmen (civilian, enlisted, and officer) maximize their full potential (reference AFPD 36-26, Total Force Development and Management). Mentors should focus on mentee development with a goal of giving the mentee the ability to manage their own development and learning."



AFMAN 36-2643

"Mentoring and networking are two of the most important things for leaders to embrace. Mentoring represents an investment - one where we may not know the impact until many years later."

-- Deborah Lee James,  
Former Secretary of the Air Force

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# TEAM EGLIN MENTORSHIP PROGRAM



"... leaders are created through a process of development involving education, training and experience coupled with ongoing mentoring by more experienced leaders. The end result is the development of Airman capable of excelling as leaders at all levels, anywhere, anytime."

Air Force Doctrine Document 1-1



## AIR FORCE MENTORING

**A Mentor** is defined as "a trusted counselor or guide." Therefore, mentoring is a relationship in which a person with greater experience and wisdom guides another person to develop, both personally and professionally.

**AF Mentoring** covers a wide range of topics, to include career guidance and professional development.

**The AF** will establish a mentoring program for civilian personnel to help them reach their full potential.

**Commanders** are responsible for promoting a robust mentoring program.

**Mentoring** is an inherent responsibility of leadership and a fundamental responsibility of all AF supervisors.

## MENTORING PROGRAM REQUIREMENTS

- **Mentee & Mentor Eligibility:** Military & Civilian Appropriated Fund Employees
- **Coordinate** with your supervisor
- **Attend** a Mentorship Program Orientation (LD 900). Register via the Eglin Academy
- **Attend** LD 105 - Initial Mentorship Training; a 4-hr training session for mentors and mentees
- **Register** as a mentor or mentee via MyVector
- **Participate** in formal matching process
- **Create** a mentoring plan
- **Complete** a mentoring agreement

**Eglin Academy:**

[www.eglinacademy.com](http://www.eglinacademy.com)



## TEAM EGLIN MENTORING COMPONENTS

