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NEW WEB-BASED MENTORING PROGRAM

This is a follow-up to ALCOAST 599/05 which announced the launch of a new web-based mentoring program that facilitates the matching and monitoring of mentoring partnerships. All Coast Guard personnel (military, civilian, reservists, and auxiliaries) are eligible to participate. Our previous web-based mentoring program under DOT has been taken off line.

Mentoring is a career development partnership between two people. A mentor helps the mentee clarify and achieve goals by sharing insights and knowledge gained through experience. The relationship provides tremendous value, yet requires a relatively small time commitment (approximately 1-4 hours a month). What are the benefits? Mentors find satisfaction in helping others to succeed, renew their own enthusiasm by taking on the role of advisor, and expand their networks. Mentees gain assistance in career planning and goal setting, have a sounding board, receive constructive feedback, and expand their personal networks. For the Coast Guard, mentoring helps improve retention, leadership development, and succession management.

While all good supervisors mentor their people to some extent, we recommend also seeking mentors outside the chain of command for several reasons: time constraints on supervisors, for those situations when the supervisor is not a subject matter expert in the mentee's area of interest, and to gain a different perspective on career related issues.

The web-based Mentoring Program contains a dynamic database in which people can sign up to be or search for mentors. This additional means of finding a mentor is especially valuable for individuals who cannot find someone within their workplace. Most likely, these mentoring partnerships will take place over telephone and e-mail. In addition to the database, the program supports mentors and mentees by creating a mentoring agreement and providing just-in-time instructions and automated notifications for key activities.

This website also contains a wealth of valuable resources, such as mentor/mentee guides, an e-learning module, assessments on characteristics and skills for mentors, assessments on characteristics and learning needs for mentees, a mentoring process overview, an activity timeline, and frequently asked questions. These resources are available to everyone – you do not have to sign up as a mentor or mentee to use them.

Coast Guard people have always mentored others. Please consider signing up as a mentor and continue the tradition of helping our own. Go to www.uscg.mil/leadership (click on "Mentoring").

For questions or comments about the web-based mentoring program, click on the "OM Support" link on the website entry page. For questions about Coast

Guard mentoring practices and policy, contact Dr. Michael Doyle, CG-133, by e-mail MDoyle@uscg.mil or by phone (202) 267-2461.

Regards,

RADM Kenneth T. Venuto
Ken Venuto

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