



USAWOA WESTERN REGION



EXTRACT, National President's Ltr, dtd Nov 13, 2018;

The purpose of the guide, and my emphasis on this topic, is to help you onto the road to successful mentorship. Mentoring is an open vista of new experiences and possibilities. A mentor is one who makes himself/herself available to support the needs and aspirations of a mentee. A mentor should encourage the mentee to accept challenges and overcome diversity.

Mentoring is not limited to defined set of activities; it is an ever-changing process. However, successful mentoring results are obtained from a planned approach that is defined by the mentor and mentee together. The mentoring process requires that the mentor and mentee work together to reach specific goals, while providing each other with sufficient feedback to ensure goals are met. As it is often said, "iron sharpens iron". This symbiotic relationship must be the basis for mentoring activities. To get the discussion started, I would like to share the following tips and suggestions to supplement your own style of leadership. Below, I offer the three approaches to mentoring (not all inclusive) to help start the discussion with your mentee.

- 1) **Traditional Mentoring** (informal): The mentor and mentee work together to devise an action plan that sets career goals that will lead the mentee on the appropriate career path. This is a natural process whereby the mentor and mentee pair together by their own internal forces. This type of mentoring relationship usually results in the mentor and mentee spending time together outside the office and sharing a friendly social relationship.
- 2) **Planned Mentoring** (formal): Planned mentoring concentrates on the needs of the organization. The process promotes a business approach, which benefits the organizational and the mentee. This is just a supervisory role designed to ensure the organizational goals are met. This provides the mentee leadership traits they can use in the future.
- 3) **Self-Mentoring**: Rather, the individual cultivates his or her own professional growth through self-tutoring activities and resources finding techniques. Self-mentoring requires the individual to be Highly motivated and self-disciplined. This is where the mentor provides reading material, experiences, provides educational programs, and ways to seek new opportunities. The mentee then takes these to help increase their job effectiveness and augment professional talent for future leadership positions.

As senior Warrant Officers, we should be providing junior Warrant Officers inspiration and development through mentorship; taking the time to shape and make our cohort a stronger asset for our Army and Nation. The continued success of our cohort is the legacy we leave with our mentoring efforts. To senior Warrant Officers, I challenge you to make yourself available to our cohorts most valuable resource-- junior Warrant Officers. In addition, make time to build those relationships that will inspire Army Values and develop capable officers. Remember, junior Warrant Officers are the future of our Cohort! To junior Warrant Officers, I challenge you to seek out mentors (multiple) to support your personal and professional growth

I want you to know that CW2 Frances Beltran, Western Region Director, CW4 (Ret) Kevin Shaw, Deputy Director and I, will do everything within our power to assist in running our organization efficiently and effectively. We are here to help you.

ADDED; Western Region Retention Officer, Nov 30,2018

The Junior Warrant Officers are responsible to Mentor Enlisted Personnel so that they will want to become Warrant Officers. This will also make it easier for them to complete their application process and achieve a much higher grade throughout their Warrant Officer Basic Course.

* **Professionalism** * **Representation** * **Recognition** *