



Building and Strengthening a Technical Workforce Through Mentoring

Information Assurance Directorate

Workforce Development Services, I083

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Purpose of Briefing

- Provide Mentoring “Best Practices” from an Information Assurance Organization
- Participate in an interactive professional networking experience (Speed Mentoring)



Why Mentoring?

- Enhance technical and professional skills
- Encourage professional development and career planning
- Educate new employees about Agency policies, procedures and norms
- Provide opportunity for feedback from objective resources
- Assist with change management
- Plan for future mission



Building A Mentoring Program

- Support and Vision from leadership
- Lead focus groups, surveys or interviews to solicit workforce requirements and employee needs. Ask them what they need!
- Workforce populations to include:
 - New Hires
 - Mid Career
 - Senior
 - Technical
 - Non-Technical



Building A Mentoring Program

- Form Steering Committee – Acquire representatives from relevant organizations to assist with:
 - Marketing the program;
 - Partnering within the organization; and
 - Facilitating events & activities
- Training for All – Mentors & Mentees



Types of Mentoring Programs

- Formal
- Enhanced Informal
- Informal
- Mathematics in Education Partnership Program (MEPP)
- New Hire Orientations
- Reverse Mentoring



Technology/Social Networking

- Interactive, collaborative technologies used to catalog mentors available and mentees seeking assistance
- Searchable by organization and area of expertise
- Public kudos
- Rich content



Technology Features

- Robust – can handle many users
- Far Reaching – available at all your sites
- Easy to Use - intuitive



Resources

- Government Wide Conferences
 - Federal Mentoring Roundtable, 22 March 2011
 - National Institute of Health/Natcher Conference Center
 - Bethesda, MD
 - Point-of-contact: James.Dean@nih.hhs.gov
- Industry Mentoring Activities
 - International Mentoring Association
 - <http://mentoring-association.org/Confr.html>
- EBooks/Periodicals/Professional Groups/Networks with Mentoring



Tips/Suggestions

- Focus on sustainability
- Do not recommend “Chain of Command” Mentors
- Cost is low, but does require personal commitment and time
- Rewards and recognition
- Share your successes and lessons learned with others



Mentors & Mentees - Getting Started!

- Assess your strengths/areas to improve and what you can give or take from a mentoring partnership
- Explore – ask friends and co-workers about their experiences
- Attend a mentoring event
- Interview potential mentors or mentees to see where common goals exist
- Select mentor that has a good fit; always optional to de-select;
- Participate and benefit
- Collect metrics



Speed Mentoring

**An interactive professional networking experience
Like Speed Dating but you can do this at work**

- Brief introduction of session, logistics, norms & rules
- Mentors interact with mentees for ~10 minutes & then move to next mentee sequentially
- Works best with small cohorts/groups
- Event length - usually 2 hours to accommodate interaction
- Framing questions provided to lead the discussion
- Follow-up /feedback requested from participants
- Held on a quarterly basis or as needed by your workforce



Framing Questions

- What are your requirements for a mentor?
- What are your strengths/which areas do you want to improve?
- What are you most interested in gaining from a mentoring partnership?
(career development, strategic advisement, political savvy, training and certification assistance, and/or navigating throughout the workforce)



Processing The Activity

- Benchmarks
 - Collect Feedback from Mentees and Mentors
 - Consider Lessons Learned
 - Make Changes as requested by your workforce
- Cumulative Impacts
 - Identify points-of-contact for areas of expertise
 - Explore job opportunities
 - Assist and answer follow-up requests after events
 - Facilitate Mentoring Partnerships



Questions?

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