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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