



NATIONAL WEATHER SERVICE MENTORING PROGRAM

The National Weather Service (NWS) Mentoring Program is the perfect opportunity for employees to find their niche in the organization, build strategic relationships, and gain a broader perspective of the NWS's mission and future! Built on the sharing of ideas and experience, mentors play a critical role in helping employees enhance their careers.



BENEFITS OF MENTORING

The purpose of the NWS Mentoring Program is to provide resources for mid-career employees to connect with seasoned mentors, achieve their professional goals, build stronger networks, and enhance their skills and knowledge. As a participant, you will:

- Meet new contacts and expand your professional network.
- Engage in activities that sharpen your technical expertise as well as interpersonal skills.
- Gain a broader perspective of the NWS mission and future.

TIME COMMITMENT

The NWS Mentoring Program provides your partnership with enough structure to help sustain and maintain momentum; yet it is flexible enough to give you the freedom you need to individualize your program to suit your needs and circumstances:

- 9-month program supported by online resources and training opportunities.
- 2–4 hour monthly commitment devoted to mentoring meetings and activities.
- Each mentoring partnership will agree on the frequency and duration of their meetings.

CHOOSE A PARTNER

The partner matching process offers interested employees an opportunity to work with a mentor who can best support their developmental needs.

- Participants will be invited to attend the ***Dynamic Mentoring Orientation*** scheduled for ***January 23, 2019 (live) and January 25 or 28, 2019 (webinars)***. This event will help mentees and mentors clarify mentoring goals and matching criteria.
- Participants will review and select from mentor/mentee profiles, which will be posted on The Mentoring Connection.
- Mentors and mentees have a voice in the matching process!



REQUIREMENTS

100 mentees will be selected based on the following criteria:

- Full-time federal employees
- Mid-Careerist (5-15 years at NWS)
- Level of commitment to the program
- Supervisor endorsement
- Diversity of the group (that is, women, minorities, location, office, occupational series, pay/band/grade level to support cross pollination)

Mentors will be selected based on a requirement of at least 5 years service with the federal government.



TRAINING & GUIDANCE

A dedicated Program Coordinator and Program Support Team are available throughout the length of your partnership to answer questions and provide the necessary guidance needed to achieve your mentoring goals.

Participants will have access to:

- Formal training at the onset along with helpful tips throughout the process.
- Resources and guidelines to keep each partnership on track.
- Ideas for developmental activities and networking opportunities.

Organizational and Individual Goals include:

- Build and retain a well-rounded cadre of employees reflective of workforce diversity.
- Build a sense of community throughout the National Weather Service.
- Support and encourage career growth and professional development.
- Enhance communication, innovation and partnership building.
- Take responsibility for individual career and professional development.
- Recognize the skills needed for success in the areas of technical expertise, relationship building, and navigating the organization (political savvy).
- Find developmental opportunities to bridge skills and knowledge gaps.
- Gain an understanding of organizational values, mission, and culture.
- Increase exposure and access to employees at different organizational levels and locations throughout National Weather Service.

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THE PROCESS

Getting signed up is as easy as 1-2-3:

1. Copy and paste the following link into your web browser to sign up before November 30, 2018:
https://www.mentoringconnection.com/sg.asp?client_ID=506&Group_ID=NWS
2. Complete a short questionnaire expressing why you are interested in being a mentee or mentor. The last question will ask for your biographical sketch/profile.
3. Click **I'm Done** to obtain your supervisor's endorsement and learn about next steps.

If you have trouble accessing the website from the link above:

Go to www.mentoringconnection.com

Click on the Not A Member Yet? button and enter the Group ID: **NWS**

The application process facilitates matching you with a partner who best meets your mentoring objectives. Therefore, the more comprehensive your application, the better your chances will be to identify the best possible match!