



The AcademyWomen eMentor Program

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Mentoring and Reaching for the Stars

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AcademyWomen eMentor Presentation Overview

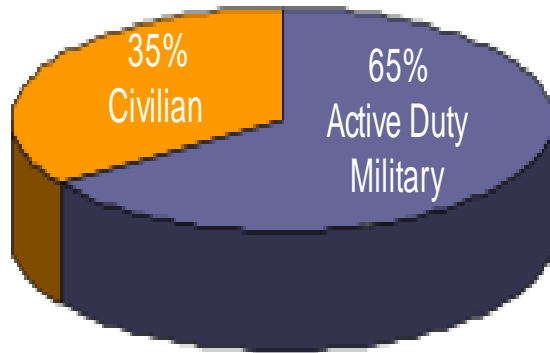
- About AcademyWomen
- What is Mentoring?
- The AcademyWomen eMentor Program
- How it Works
- Mentoring in your life

AcademyWomen: **Our History**

- Founded 2003 by Susan Feland (USAFA 1993)
- AcademyWomen supports its members by offering networking, advocacy, education and leadership development opportunities.
- 1000+ Members: Women in officer development programs, on active duty, veterans and anyone who supports our mission.

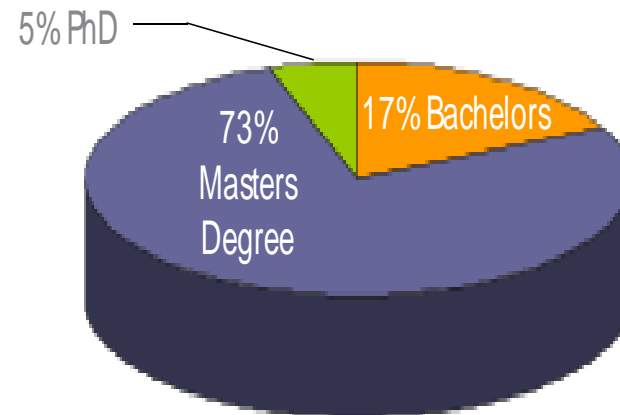
Our Members

Composition & Experience



25%	Senior Executives / Flag Officers
43%	Executives / Senior Officers
26%	Mid-Level Managers / JMOs
5%	Cadets & Midshipmen
1%	Other

Education & Occupational Specialty



45%	Engineering	5%	JD
18%	MBA	1%	Nursing
7%	MD	24%	Other

Our Programs

- e-Mentoring
- Annual Leadership Symposium
(26-28 Oct 2007)
- Quarterly e-Newsletter
- www.academywomen.org

What is mentoring?

“A mentoring relationship is an intense, committed relationship in which a senior person (the mentor) stimulates and supports the personal and professional development of a junior person (the protégé).”

--Cynthia D. McCauley in “The Mentoring Tool”, 2005

Formal vs Informal mentoring

- **Formal mentoring (i.e. AcademyWomen eMentor Program):**
 - Matching is externally directed
 - Specific time contracted (usually 1 year)
 - Meeting frequency and location predetermined
 - Goals determined at beginning of relationship
 - **Informal mentoring:**
 - Mentor and protégé by mutual choice and attraction
 - Relationship lasts 3 to 6 years
 - Meetings and activities as desired by mentor and protégé
 - Goals of relationship evolve over time
- (Stacy D. Blake-Beard, "Taking a hard look at formal mentoring programs," 2001)

“Ideally, formal mentoring programs should provide a platform for informal mentoring to develop.”

(Kram and Bragar, “*Development through mentoring: A strategic approach*,” 1992)

- within the same mentor/protégé pair (or)
- seeking informal mentoring with another mentor after participation in formal mentoring program

Prevalent myth

For women

Self-care = selfish

Self-care is what weak people do.

Possible double standard...still?

Is a male who utilizes his own network and resources seen as selfish and weak, or is he perceived as being socially skilled and career-savvy?

Maybe both men and women need help
in challenging this belief as a myth?

So why have a formal eMentor program through AcademyWomen?

- **Historical benefit** from “old boys network” and mentoring for men, both within the academies and through the life/career cycle—women can benefit from same (**re-write the myth**)
- Women leaders—**who can do it better?**
- **No one else has done this yet** for women officers on this scale.

Value of same-gender role models

(a few examples)

- Witnessing, understanding, and normalizing of normal challenges
 - Gender-specific challenges
 - Challenges in/of leadership
- Offering examples of responses to challenges
 - “Been there, done that.”
 - Gender-specific challenges
 - Challenges in/of leadership

Mentoring as vehicle for developing multifaceted support system that facilitates success.

- Full personal development is best achieved with a full array of support
- eMentoring is only one of many types of support
- eMentoring can help protégé grow other types of support

What Protégés May Gain:

- Greater **confidence**
- Greater chances for **success** in academy program (increased retention)
- Increased **resilience** through increased resources
- Gaining **skills of learning** in another mode
- Valuing and understanding **benefits of mentor/protégé relationship**

What Mentors May Gain:

- **Learning** what they teach (deeper level)
- **Fulfillment** of giving back
- Increased **confidence** in self as leader, teacher, and mentor
- Increased **skills** as leader, teacher, and mentor on the one-on-one plane
- Increased **understanding** of value of mentor/protégé relationship

The AW eMentor Program: How it Works

- Who are the Mentors and Protégés?
- Pair Matching: How do they get matched?
- Mentor and Protégé support

Who are the Mentors and Protégés?

- All AcademyWomen members can be both Protégés and Mentors
- **Mentors and Protégés:**
 - graduates of the service academies, private military colleges (VMI & The Citadel), ROTC units and all other commissioning sources
 - Active Duty
 - Veterans

How is a Mentor/Protégé pair matched?

- State-of-the-art e-mentor **website**
- Mentors and Protégés matched by **software** developed in house by AcademyWomen
- Matching software **scans profiles** completed by participants to identify the best Mentor-Protégé matches

Tools for Creating a Successful E-mentor Program

- Challenging to create successful relationships
- AcademyWomen has staff & advisors who:
 - Have **experience** developing and administering an e-mentor program
 - Are familiar with the **academic literature** on e-mentor programs
- AW is using both resources to develop...
 - Support structures for mentors and protégés that give best chance for success

Support for Mentor and Protégé

- Rights and Responsibilities **contract** to define relationship boundaries/manage expectations
- Initial and ongoing **online training** & resources
- Suggested **discussion topics**
- Periodic **check-in** for **feedback**

In Summary

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- How it Works
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Mentoring in your life

- Who is mentoring me?
- Who *could* I be getting mentoring from?
- Who am I mentoring?
- Who *could* I be mentoring?



For More Information:

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