

Finding a Mentor

There is nothing mysterious or magical about finding a mentor. The important thing is to first determine what your needs are in relation to where you are in your career and then determine the type of partnership you need. There are numerous self-assessment instruments, from inexpensive self-scoring ones to elaborate assessment center activity analyses, to help you determine your strengths and weaknesses in skills and interpersonal relations.

Formal mentoring programs focus on skills development. In a formal partnership, like the RMMP, you will be paired with a mentor who matches the needs and goals you identify. Informal mentoring programs usually focus on interpersonal development and are built on common interests and shared experiences. The key is to determine what you need, and then identify the kind of mentoring program that best meets your needs.

Summary

The Comptroller Proponency Office strives to enhance both the informal and formal mentorship processes. We need your continued commitment and support to make mentoring work. Whether a manager, supervisor, or careerist, we need you to share your expertise with less experienced personnel. Become a mentor, share your experience, and help Army careerists grow to their fullest potential.

The Army senior leadership remains dedicated to fostering America's Army by promoting professional development, equal opportunity, and diversity among its workforce. The Resource Management Mentorship Program complements that effort by renewing supervisory commitment to developing our workforce so that they are trained and ready to take on greater responsibilities within the Department of the Army.

*If you want one year of prosperity,
grow grain.*

*If you want ten years of prosperity,
grow trees.*

*If you want one hundred years
of prosperity,*

“GROW PEOPLE”

Ancient Chinese Proverb

For More Information Contact:

Comptroller Proponency Office
ATTN: SAFM-PO Rm. 3E341
109 Army Pentagon
Washington, D.C. 20310-0109
DSN 225-7655/COM 703 695-7655
Fax Com. 703 614-2832
Email: Proponency@hqda.army.mil
Website: <http://www.asafm.army.mil>
AKO Page : Comptroller Proponency Office



RMMP



Resource Management Mentorship Program



Assistant Secretary of the Army
(Financial Management & Comptroller)
Comptroller Proponency Office
Washington, DC
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Resource Management Mentorship Program

RMMP Background

The RMMP provides Army military and civilian careerists an increased awareness of training, education and career developmental opportunities. To date, over 2000 participants have taken part in this opportunity. Every Army command (CONUS and OCONUS) and HQDA have been represented.

RMMP Benefits

- Increase confidence, personally and professionally, in accomplishing goals.
- Provide motivation and focus.
- Enhance competitiveness in the work place.
- Improve competencies and skills.

What is the RMMP

There are three distinct, but interrelated approaches to mentoring: (1) formal, (2) supervisory/managerial, and (3) informal mentoring. The goal of the RMMP is to incorporate and improve upon these approaches interchangeably to assist in training, developing, and retaining a professional workforce.

The RMMP is a formal mentoring program with an emphasis on career interests, goals, and needs. Civilian and military eligibility requirements include: CP 11 careerists in grades GS 9 to SES and BC 36

Financial Management Officers and enlisted personnel in ranks CPT to GO. GS 5s and 7s are considered on an individual basis. Interns are not eligible. Length of the formal partnership is normally one year. Participation

in this program is on a voluntary basis. Applications are submitted in accordance with the annual RMMP announcement.

The mentoring process requires the mentor and associate to work together to reach specific goals and to provide each other with sufficient feedback to ensure goals are reached. Together the mentor and associate share experiences that can build a successful and enriching partnership. The success of the partnership depends on both parties wanting the partnership to work. Understanding the expectations of each other ensures expectations will be met.

What is Mentoring

Mentoring is a developmental process designed to help and guide a less experienced employee, an associate, with someone with more experience, a mentor. A mentor facilitates the associate's personal and professional growth by sharing knowledge and insights that have been learned through the years.

Who are Mentors and Associates

A mentor can have many roles: counselor, guide, teacher, coach, motivator, sponsor, advisor, referral agent, role model, and door opener. The role is dependent on the needs of the associate. A mentor is a person who has a sincere desire to enhance the success of others. A mentor is supportive, patient, honest, trustworthy, people-oriented, motivated, and an effective communicator.

An associate has the roles of student and trainee. An associate is an achiever, eager to learn, a team player, patient, a risk taker, and has a positive attitude. They are bright and motivated individuals who seize opportunities to grow and excel. Associates take responsibility for their own career growth and development by being honest, open, and receptive to the mentor's guidance.

Is Mentoring for Me

The mentoring process promotes career planning, job enrichment, and potential for advancement. It is not a promotion guarantee. The mentoring relationship is one of mutual benefit. The associate gets help from "someone who has been there" and the mentor gains the satisfaction of helping develop resource management talent.

Do I Need a Mentor

Benjamin Franklin perhaps said it best: "He that can't be counseled can't be helped." Mentoring relationships have been significant factors in career development, organizational success, and career satisfaction. Having a mentor can be a key to opening doors for your professional and personal growth.

Changes in the Defense environment have had many effects on mission, priorities, and personnel. Base realignments, closures, restructuring, and transformation have all caused personnel changes throughout the civilian and military ranks. The RMMP is designed to meet the Army's transformation objectives, to enhance diversity, and to reemphasize supervisory and managerial responsibility through commitment to employee development.