

Wildland Fireline Leadership Challenge

Mentoring

As part of developing our people for the future, leaders help their people grow by mentoring and sharing experiences. Mentoring them begins their journey from followership to leadership.

According to the U.S. Department of Energy's *2009 Mentoring Program Guide*, "Mentoring is an effective way to provide professional development and to enhance learning in the workplace. The mentoring relationship is a special relationship built on trust, encouragement, and targeted development. A mentor is a teacher, coach, and advisor who provide guidance and opportunities for learning and professional growth to another employee."

The Challenge: Become a wildland fire mentor, mentee, or both.

The U.S. Coast Guard has a detailed step-by-step checklist for those desiring to participate in a mentoring program. View those steps and other resources at <http://www.uscg.mil/leadership/mentoring/>.

But, my local unit does not have a mentoring program...

Challenge #2: Work with other wildland fire leaders in your area/agency to create a mentoring program.

The following mentoring resources may be of value:

- National Park Service Fire Management Mentoring Program
 - http://www.nps.gov/fire/developmental/dev_lead_mentor.cfm
 - http://www.nps.gov/fire/developmental/dev_mentoring.cfm
- U.S. Coast Guard
 - The Coast Guard has created a complete with mentoring references and a PowerPoint presentation titled "So You Want to Be a Mentor" to assist those wishing to develop their own local mentoring program using Coast Guard resources. Scroll to the bottom of the mentoring webpage to view the PowerPoint presentation (<http://www.uscg.mil/leadership/mentoring/>).
- U.S. Department of Energy Mentoring Program
 - <http://humancapital.doe.gov/resources/2009-MentorProgGuide-ECollins1-9-09.pdf>
- The Mentoring Group
 - <http://www.mentoringgroup.com/>
- Triple Creek Associates
 - <http://www.3creek.com/resources/research.htm>
- Career World
 - http://www.nps.gov/fire/developmental/dev_mentoring.cfm