

# DOE MENTORING PROGRAM

*"It is literally true that you can succeed best & quickest by helping others to succeed."*  
*Napoleon Hill*



## Why Have A Mentoring Program?

- Mentoring Identified by Deputy Secretary As A Key Element of DOE Human Capital Management Initiatives
- Integral Part of Succession Planning Efforts
- Key Element of Leadership Development for Senior Executives

## What Are The Benefits?



- Cost Effective Leadership Development
- Improved Recruitment/Retention of Talented & Diverse Workforce
- Improved Succession Planning
- Increased Employee Motivation
- Increased Management Ownership and Engagement

## Who Is the Target Audience?

- ◆ SES Members to serve as Mentors
- ◆ High Potential GS-13 thru 15 Level Employees as Protégés

## What Are The Key Features?

- Implement Program in Each Organization Department-wide
- Program Participation is "Self Nominating"
- Mentors Will Make Final Selection of Their Protégé(s)
- Program Is For 1-Year



## What Are The Roles & Responsibilities For Each Organization?

- ✚ Top Management Support
- ✚ Identify Mentoring Program Manager
- ✚ Ensure Program is Operating Effectively

## What Does It Cost?



- ◆ Primary Cost Will Be For Training Participants
- ◆ ME-51 Will Fund
- ◆ Cost To Organization >>Participant Time