



leading ...
mentoring ...
succeeding

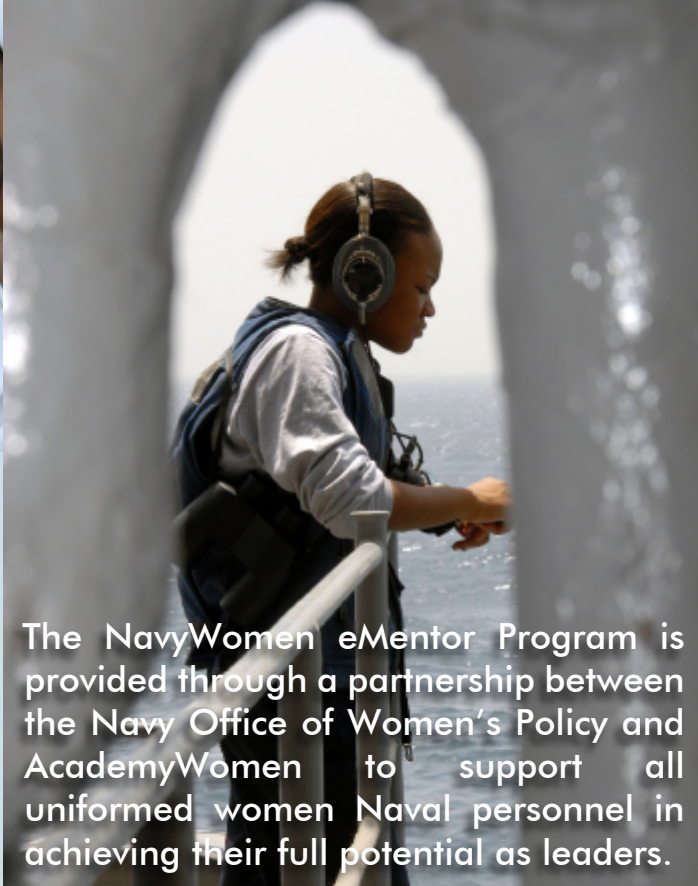
The eMentor Leadership Program is a web-based mentoring program that supports the personal and professional development of Navy women including enlisted, officers, officers-in-training and veterans.

get involved ...
today!

Visit www.academywomen.org/ementor/signup
to sign up to become a Mentor or Mentee.

OR

www.academywomen.org/ementor/navywomen
to learn more about the eMentor program.



The NavyWomen eMentor Program is provided through a partnership between the Navy Office of Women's Policy and AcademyWomen to support all uniformed women Naval personnel in achieving their full potential as leaders.



ACADEMY
Women

www.academywomen.org/ementor/navywomen

NAVY WOMEN™ eMentor Leadership Program



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A web-based
**Mentoring
Program**
being developed for
all Navy women

How important was the role of a mentor in shaping your life?

Military women continue to face workplace challenges due to their minority status, particularly in non-traditional career fields and in senior leadership positions. They rarely meet other women outside of their chain of command who they can turn to for personalized career guidance, advice and mentorship.

Navy Personnel Command's Office of Women's Policy has partnered with AcademyWomen, to create an eMentoring program which will ensure Navy women have the opportunity to benefit from a mentor who shares their common history.

how it works

Mentors and Mentees are matched through a state of the art virtual mentoring website

Step 1: Mentors and Mentees create their own electronic profile which includes areas in which they are in need of guidance and/or are willing to assist others.

Step 2: The Mentee completes a mentor search and is presented with a list of mentor profiles that offer the closest match to her mentoring needs.

Step 3: The Mentee then chooses her preferred mentor from among the profiles and invites the mentor to enter into the mentoring relationship.

Step 4: The mentor pair establish goals, develop an action plan and are aided in measuring progress against stated objectives.

exceptional
skills
dynamic
leadership
unwavering
character

the benefits

for mentors:

- ♦ Learn through teaching
- ♦ Lead by serving
- ♦ Find fulfillment in giving back
- ♦ Gain a better understanding of more junior service members
- ♦ Leave a legacy

for mentees:

- ♦ Access wisdom and expertise from more senior women
- ♦ Build key relationships and new connections
- ♦ Develop stronger networks
- ♦ Leverage support for professional & personal challenges
- ♦ Discover strategies to achieve better work-life balance
- ♦ Receive guidance regarding career decisions & transitions
- ♦ Tap into best practices for achieving career success, advancement and promotion
- ♦ Discover how to access the best career / billet opportunities
- ♦ Grow personally and professionally
- ♦ Increase confidence in leadership ability
- ♦ Develop new skills
- ♦ Accelerate the achievement of goals
- ♦ Feel more connected to women in your professional community

mentors & mentees

The NavyWomen eMentor Leadership program brings together **Navy women officers, officers-in-training, enlisted & veterans** to the pool of participants; therefore enhancing the perspective and insight to Mentees within the program. Participants will be able to access this diverse group of women, with ranks ranging from admirals to seaman recruits, with a broad range of functional areas of expertise.



the need

Although significant progress has been made, military women may still experience professional challenges that arise from serving in all/mostly male environments.¹ **Many of the challenges faced by women in the military are also shared by women veterans who have transitioned into the civilian sector:**

- ♦ inflexibility of career for family planning;
- ♦ lack of positive senior role models; and
- ♦ a perception of discrimination, sexual harassment, and lack of respect for women

Our population of women may be subject to greater health risks because they lack a trusted support structure for stress relief. According to a study by the Naval Health Research Center, women officers had significantly higher rates for several stress-related disorders than their male counterparts.²

The report of The Defense Task Force on Sexual Harassment and Violence at the Military Service Academies (*June 2005*) cited that **an insufficient number of women peers and role models are available to midshipmen. The report recommended increasing access to and visibility of female role models via other methods including establishing long-distance mentoring programs for female midshipmen with current active-duty female officers and NCOs.**

¹Sharon L. Graham, *An Exploratory Study: Female Surface Warfare Officers' Decisions to Leave Their Community*, Naval Postgraduate School Graduate School of Business and Public Policy, March 2006.

²A. Hoiberg, *Health Effects Associated with Minority Status Among U.S. Navy Officers*. Naval Health Research Center, San Diego, CA. December, 1983