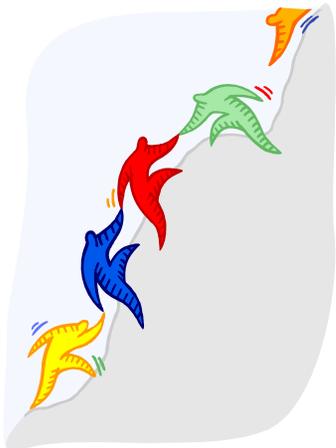




**FY2014
USDA-GIPSA MENTORING
PROGRAM
(We Need You!)**



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Contact:

**GIPSA-MBS-TRAINING
Caroline Thorpe
1400 Independence Ave. SW
Room: 2546-S, STOP 3649
Washington, DC 20250
Phone: 202-690-2332
E-mail: caroline.c.thorpe@usda.gov**

ON MENTORING...

"A lot of people have gone further than they thought they could because someone else thought they could." - Unknown

"We're here for a reason. I believe a bit of the reason is to throw little torches out to lead people through the dark." - Whoopi Goldberg

"The greatest good you can do for another is not just to share your riches but to reveal to him his own." - Benjamin Disraeli

*We make a living by what we get, we make a life by what we give.
--Winston Churchill*

*Do not wait for leaders; do it alone, person to person.
--Mother Theresa*

Why is GIPSA looking for you?

An excellent mentoring program requires the participation of all staff whether you are a newer employee ready to explore personal development, a potential retiree preparing to make the transition and willing to share insights, or a supervisor mentoring someone to develop leadership skills.

Why a Mentoring Program?

As part of its Cultural Transformation initiative, USDA determined that a mentoring program needed to be established. Its purpose is to assist in the development of a diverse, high performing workforce capable of adapting to the rapidly changing workplace.

As a result, GIPSA's' purpose is to implement a program that will enhance informal transmission of knowledge and relevant work skills for career, professional development or retirement available to all employees through mentoring. Mentoring strengthens:

- succession planning;
- transfer of knowledge from one generation to another;
- career networks that enhance greater exposure within the Agency or the Department;
- retention of existing employees;
- cross functional cooperation between organizations; and
- individual employee growth.

What is Mentoring?*

Mentoring is a personal enhancement strategy or developmental partnership between two people who invest time, know-how, and effort by sharing known resources, expertise, values, skills, perspectives, attitudes, and proficiencies. It is a mutually beneficial, formal relationship....

**Definition of Mentoring, Merrill Anders, CEO, MetrixGlobal LLC*

What is a Mentor?

A mentor facilitates personal and professional growth by sharing knowledge and insights learned through the years. The mentor recognizes, encourages, and fosters the mentee's potential. He or she listens, helps the mentee clarify career goals, passes on knowledge and skills, coaches and teaches, challenges the mentee to grow, and serves as a sounding board.

What are the Benefits as a Mentor?

- Provides access to critical information and new perspectives;
- Reduces isolation and boosts self-confidence by developing networks;
- Improves interdisciplinary understanding and awareness;
- Maximizes employee contributions through career guidance and solid role models;
- Increases personal satisfaction by contributing to individual and organizational success; and
- Promotes fresh ideas and renewed energy.

What is a Mentee?

A mentee is someone who works in partnership with usually a more senior employee in order to strengthen personal and career development. Qualities of a mentee would include willingness to take initiative, risks, be trustworthy and willingness to work with a mentor.

What is the benefit as a Mentee?

- make a smoother transition into the workforce;
- further your professional development;
- complement your ongoing formal study or training and development activities;
- gain some career development opportunities;
- develop new and/or different perspectives;
- demonstrate strengths and explore your potential; and
- increase career networks and receive greater agency exposure

Applications for mentors and mentees are DUE AUGUST 31, 2013.

Talk with your supervisor or Collateral Duty Training Office or:

- **Mary Coffey Alonzo, Director Technology and Science Division (tel: 816-891-0463; mary.c.alonzo@usda.gov);**
 - **Gale Mason, Deputy Director Policy and Litigation Division (tel: (202) 690-2215; gale.l.mason@usda.gov),**
 - **Caroline Thorpe, Training Officer (tel: 202-690-2332; Caroline.C.Thorpe@usda.gov).**
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