



DEPARTMENTS OF THE ARMY AND THE AIR FORCE
OFFICE OF THE ADJUTANT GENERAL OF VIRGINIA
JOINT FORCE HEADQUARTERS - VIRGINIA
BUILDING 316, FORT PICKETT
BLACKSTONE, VIRGINIA 23824-6316

REPLY TO
ATTENTION OF

VAAG

19 April 2005

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: e-Mentoring

1. The National Guard Bureau has developed an e-Mentoring program that provides a formal, structured means of promoting personal and professional development among all members of the Army National Guard, including civilian personnel.
2. The Army defines mentoring as “the proactive development of each subordinate through observing, assessing, coaching, teaching, developmental counseling, and evaluating the results in people being treated with fairness and equal opportunity. Mentoring is an inclusive process for everyone under a leaders charge.” Mentors provide guidance on career goals and developing short-term strategies for success. The mentor shares knowledge and acquired experience and serves as a personal and/or professional role model. The mentee seeks personal and professional guidance through the mentoring partnership.
3. Mentors and mentees agree to enter the e-Mentoring program voluntarily and to comply with Army rules and regulations. Program participation requires respect for the ARNG organizational culture and institutional knowledge as Guard members and civilians are partnered with mentors and mentees across socio-economic, generational, educational, racial, and gender lines. The e-Mentoring program achieves its objectives with a unique, user-friendly, web based model designed to meet the needs of the Army National Guard.
4. Information regarding participation in the e-Mentoring program will be sent in a separate memorandum. POC is MAJ Ramsey at COMM 434-298-6229 or DSN 438-6229 or via email at elijah.ramsey@va.ngb.army.mil.

CLAUDE A. WILLIAMS
Major General, VaARNG
The Adjutant General

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