

2009 USAWOA MENTORSHIP COMMITTEE REPORT

Although individual chapter emphasis on mentorship appears to be waning, the good news is that more formal mentorship avenues are open for our young (and old) officers.

In addition to the network of highly experienced warrant officers in USAWOA and our sister agency AAAA, we have WO Net, S-1 Net, Army G-1 Mentorship, various branch and agency web sites, and, of course, formal and informal unit programs.

The Warrant Officer Career College (WOCC) incorporates mentorship in daily routines. Mentorship occurs among all ranks of warrant officers as well as between warrant officers and candidates. More often than not, a CW5 is the graduation speaker for the Warrant Officer Candidate graduations. This means that our young warrant officers are pinning on their first bar with the sound of senior warrant officer "words of wisdom" ringing in their ears. What a long way we have come since I was a young WO1!

In December 2008, the Warrant Officer Senior Staff Course (WOSSC) included Senior Warrant Officer Mentorship discussions in the curriculum. Students attending the course are required to submit a warrant officer issue and its resolution for discussion among the senior warrant officers. This program is quite popular because it allows senior mentors to share their experiences and thoughts with one another. It also allows the WOSSC students to see that mentorship issues involve more than just warrant officers. The submitted issues range from enlisted to O-grade and involve myriad situations and courses of action.

As more and more warrant officers are educated under the new Warrant Officer Staff Course and the Warrant Officer Senior Staff Course, the mentorship role of these warrant officers is changing and, in many cases, expanding. With these changes comes an even broader spectrum of issues and actions.

USAWOA has partnered with AAAA. Now, more than ever before, the need to exchange mentorship practices and ideas exists within our own organization. For the most part, Aviation and Technical Warrant Officers mature in completely different environments. As a result, their knowledge bases differ. This is not necessarily a bad thing. Sharing mentorship ideas from these different perspectives can be beneficial to the growth of each of us.

We have begun a listing of mentorship issues and their real-life outcomes, which will be posted on the USAWOA web site in the next couple of months. Anyone wishing to publish their own mentorship experiences should submit them to barbara.carpenter@us.army.mil.

SUBMITTED BY:

Barbara S. Carpenter, Chairperson