

AWC DL Mentor Program

Guidance and Reference Information

Our Mentor Program is a vital component of the AWC DL curriculum and is incorporated into our Joint Strategic Leadership (JSL) course by design (the last of four core courses). Mentoring is one of many leadership responsibilities and we see mentorship as a key role in the capstone of this course.

BLUF: Our students need your direct assistance with their Personal Development Plan.

The objectives of our Mentor Program are:

- *Assist with Joint Strategic Leadership Personal Development Plan*
- *Assist with senior/strategic perspective on post-AWC graduation duties*
- *Serve as a guiding function and embellish the AF Mentor Program*

Students select a mentor when they are enrolled in JSL prior to starting course work. JSL is the last of four core courses in the AWC DL curriculum. The mentor must be an O-6 or above (or civilian equivalent) who has completed AWC or its equivalent. The primary responsibility of the student's mentor will be to review, provide constructive feedback, and evaluate the Personal Development Plan (PDP). The PDP is a personalized plan drafted by the student with your assistance. There is an attachment with guidance (executive summary provided below). A secondary responsibility of the student's mentor is to help shape the perspective for the student as they near completion of the program. Professional Military Education and particularly distance learning needs to be more than just an "expected" entry in someone's records. We need mentors to challenge students to use and apply the critical thinking skills they have developed. In some cases, we need you to "push" the student out of their comfort zone into a more strategic mindset. Given those two responsibilities, we hope to achieve the benefit of positively impacting the Air Force Mentoring program for these potential service leaders.

A successful mentoring program for our AWC distance learning students requires the active involvement of senior leaders and particularly officers and civilians like you. This program should in no way be in conflict with or hinder the Air Force Mentor program. It should supplement and enhance ongoing mentor activities. There are several references attached to this document that may be useful in fulfilling your role as a mentor.

You will receive periodic emails from our student information system to include an initial welcome email and JSL graded assignment feedback. If you have any questions, our staff is available to assist; awc.dl@maxwell.af.mil.

Here is a listing of resources applicable to our Mentor Program:

1. JSL Personal Development Plan Guidance, Sep 11

Executive Summary:

- 5 to 8 pages organized into two basic sections (leadership philosophy and self assessment/goals)
- Multiple goals (varied timeframe; both personal and professional)

- Section two is tied to the JSL curriculum
- Pass/Fail based on mentor's assessment/recommendation
- Mentor name and assessment/recommendation statement required with submission
 - Once the mentor is satisfied with the product, the mentor attaches the PDP (including the student's Strategic Leadership Philosophy) to an email stating:

“I am Lt Col (Student's Name Here)'s mentor. I have discussed his/her personal development plan in detail including the sections on self-assessment, personal goals, professional goals, professional development, reflection and critical thinking as listed in the Personal Development Plan guide. We have also discussed his/her strategic leadership philosophy and his/her transition to senior leadership roles. Based on the written personal development plan and our related conversations, I recommend passing Lt Col (Student's Name Here) on the personal development plan portion of the Joint Strategic Leadership course.”
 - The mentor must include a full signature block with rank or grade and must send the email to Air War College Student Operations at: awc.dl@maxwell.af.mil

Full text link:

[Personal Development Plan Guidance Sep 11 \(link to DL website\)](#)

2. Air Force Policy Directive 36-26, 27 Sep 11, *Total Force Development*

<http://www.e-publishing.af.mil/shared/media/epubs/AFP36-26.pdf>

3. Air Force Instruction 36-3401, 1 Jun 00, *Air Force Mentoring*

<http://www.e-publishing.af.mil/shared/media/epubs/AFI36-3401.pdf>