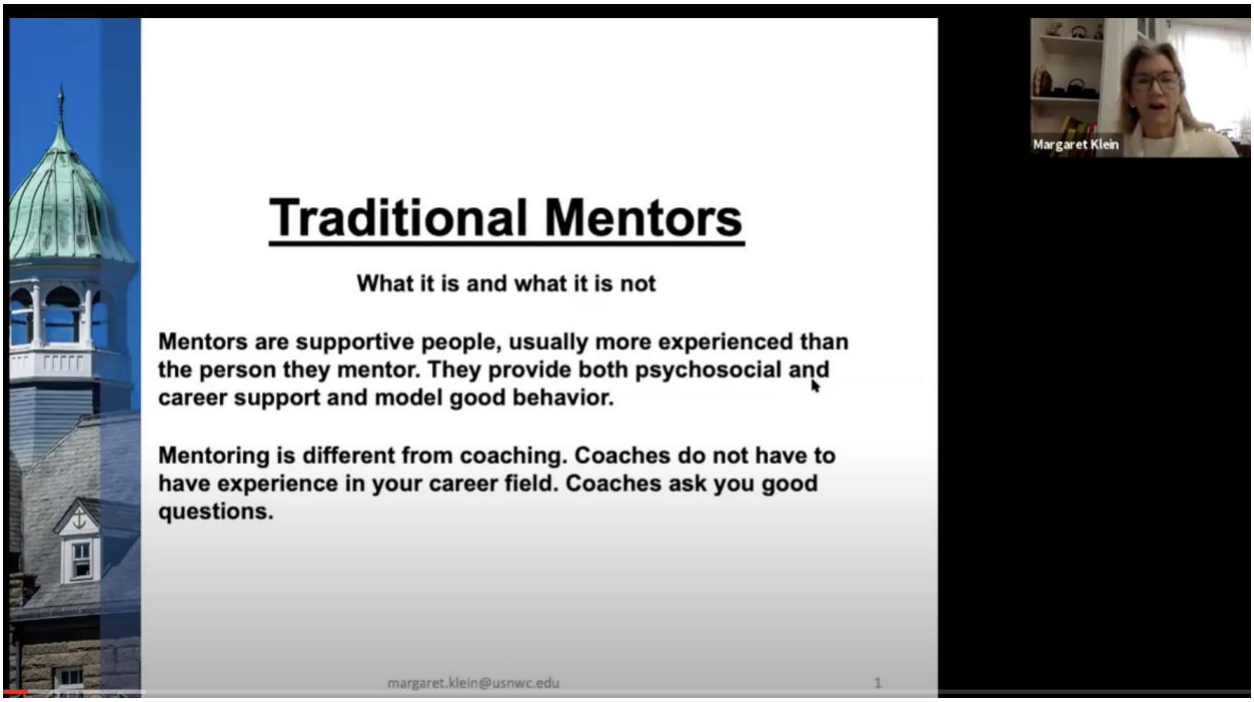
Session FOUR: RADM Peg Klein: “How can I be a better mentor?”

Dean of the College of Leadership and Ethics at the US Naval War College. Many of us are on RADM(ret) Peg Klein's weekly distro for her helpful “framing” email, short reflections and thought starters that have helped me keep my chin up though some tough situations. Thank you, Ma’am! I first learned about her when she stood up SECDEF’s Advisor for Military Professionalism position, after serving as COS for J5 and US Cyber Command, and after commanding an Expeditionary Strike Group. She's been a mentor and role model to MANY!

Start Time : October 16, 2020



Zoom link:

https://drive.google.com/file/d/1Il4ujMamPvZD8eDorhjDGserp-EqreFH/view?usp=sharing

References:

Read this linked article, “Qualities of the Ideal Mentor:”

https://drive.google.com/file/d/1ojATyNzwlqTp-pPVuMwuG-C1DkkblQ0D/view?usp=sharing

Review NLDF 3.0 pages 9 - 13 https://media.defense.gov/2020/May/18/2002302036/-1/-1/1/NLDF3MAY19.PDF

Summary:

Admiral Klein shared with us what her research revealed and what her personal stories confirmed: Mentors provide psychosocial and career support, and they model good behavior.

She shared the stories from her first days in the squadron, and how many RULES there were to follow, and how a good mentor helped her know the norms of the culture she was entering. That's "psychosocial" support! She compared mentoring to coaching, and although it doesn't matter what you call it, it helps to know that a mentor can explain the ins and outs of some specific career choices in a way that a coach would not be able to do.

I shared that at first I recoiled from the word "mentor" because I am not inclined to tell someone else what to do with their life, and would rather be seen as a "coach" or "friend." To this, she offered me a great take-away: Something I can say to someone that is more appropriate than "Do you want me to mentor you?" Instead, say: "Is there anything in my past experience that would be helpful to you? Call anytime."

Admiral Klein encouraged us to be a mentor, seek a mentor, and be "mentor-able." Seeking out mentors can be like placing life rings along side the pool, as you challenge yourself to go deeper. She recommended a few books by Robert Kegan, specifically "An Everyone Culture."