



McCain Strategic Defense Fellows Program

U.S. Department of Defense

Mentor and McCain Fellow Agreement

This Mentor and McCain Fellow Agreement is between _____ and _____.

Fellows are expected to complete the McCain Fellows Program by applying themselves as leaders, and by utilizing and improving upon their skill sets and competencies. To assist them in strengthening their leadership qualities and in broadening their careers, sponsoring organizations will help match Fellows with SES and GS-15 level mentors to provide leadership guidance throughout the program.

The following is expected from the Mentor and Fellow relationship:

1. The Mentor will assist the Fellow in assessing leadership competencies and defining career goals. The Mentor will ensure that the Fellow understands what is expected of a future DOD leader, and will work with him/her to finalize his/her career path.
2. The Mentor will provide Individual Development Plan (IDP) guidance to ensure the Fellow stays on track with his/her IDP.
3. Along with the McCain Fellows Program Manager, the Mentor will advise and advocate for meaningful job rotations or assignments for the Fellow to meet DOD mission.
4. The Mentor will review the Fellow's graduation packages and recommend adjustments as appropriate.
5. The Fellow will respect the Mentor's availability and time and be receptive to information and feedback.
6. The Fellow will work with the Mentor to set and proactively pursue realistic goals and strategies with the Mentor, as defined in the attached sheet.

McCain Fellow Signature:

Date:

Mentor Signature:

Date:

Goals and Strategies

Example: Goal Take on a leadership role within the organization, gain experience or learn specific skills.	Example: Strategies 1. Create/discuss list of ways to increase subject matter expertise. 2. Identify thought leaders I can schedule meetings with to learn about the domain.
Goal:	Strategies:
Date: dddd	
Goal:	Strategies:
Date: fdd	
Goal:	Strategies:
Date: sdfdf	
Goal:	Strategies:
Date: dfdfd	
Goal:	Strategies:
Date:	

Duration and Frequency of Meetings

Start Date:	End Date:
Frequency of Meetings:	