

# Defense Threat Reduction Agency (DTRA)

*Professional Partnership Program (P3)*

*Professional Partnership Program for Supervisors (P3S)*

Nov 2023





# Purpose

- The P3 and P3S is designed to improve the leadership skills and increase organizational awareness for civilian and military employees



# Program Goals and Objectives

- Facilitate the transfer of technical and professional knowledge and expertise
- Recognize skills and competencies needed for success and find developmental opportunities needed to develop those skills
- Gain an understanding of organizational values, relationships, and unwritten rules
- Increase exposure at different organizational levels
- Make realistic, achievable Mentoring Action Plans



# Program Features

- Formal Training e.g. Orientation, Mentor Forum, Mid-point refresher, etc.
- Matching Process
- Meetings with Mentors
- Senior Leader Panel
- Monthly Micro-Learning Sessions
- Emergenetics
- Mentoring Action Plans
  - Developmental Assignments
  - Networking Opportunities



# Program History

- DTRA has had a formal “Mentoring Program” since 2002
- In recent years, participation has increased
- Senior leader involvement continues to grow
- Includes personnel from remote sites
- Since 2023 it’s been a hybrid program

Year	Mentors	Mentees	Participant Total
2023	45	49	94
2022	39	50	89
2021	80	93	173
2020	49	63	112
2019	n/a	n/a	n/a
2018	56	38	94
2017	46	40	86
2016	42	39	81
2015	73	68	141
2014	70	87	157
2013	90	103	193
2012	58	60	118
2010/11	42	50	92
2009/10	56	56	112
2008	40	40	80
2006/07	35	33	68
2005/06	25	22	47
2004/05	29	29	58
2003/04	7	8	15
2002	24	24	48



# Formal Mentoring

- A critical aspect of the program is a formal mentoring partnership
- Formal mentoring capitalizes on the experiences of successful individuals (mentors) who are committed to developing a highly skilled and high performing workforce
- The formal mentoring support includes a facilitated matching process, formal mentoring training, and established tracking system, and clear goals for measuring success



# Typical Time Commitments

- Programs are announced and conducted 1x in each fiscal year
- P3 participants commit to an 8-month mentoring partnership. P3S participants commit to a 5-month mentoring partnership. This includes a minimum of two – four hours per month with their partner to work on developmental assignments and activities, actions plans, etc.
- Each partnership will agree on the frequency of the mentoring meetings
- Formal mentoring support will conclude at the end of the program



# Eligibility

- Participation will be on a voluntary basis
- Open to all DTRA Civilians and Military members (with at least 1 year left on contract); not available to Contractors.
- Mentees: will demonstrate leadership potential and be committed to their personal achievement as well as to the continued success of the organization
- Mentors: will demonstrate excellence in their careers, possess a positive outlook, and have good communications skills





# Program Relevance

- Increases understanding of the organization
- Improves communications and collaboration across the Agency
- Expands networks
- Includes personnel from remote sites
- Increases productivity, performance, and morale
- Recognizes growth opportunities
- Creates a greater sense of community



# Keys to a successful program

- Visible top management support
- Dedicated program manager
- Active program champion
- Mentor/Mentee commitment
- Participants having a voice Micro-Learning topics



## Gains from the mentees perspective

- *“Having a better understanding of my organization and learning to communicate and interact more with others were my top two goals when joining the program. Both goals have been fulfilled. I am thankful for the guidance I received from my mentor and the mentorship team.”*
- *“Participating in the mentoring program helped me obtain the big picture of the Agency. With this opportunity I was able to understand my contribution to the Agency.”*
- *“For the military, the program is especially important as many come into DTRA without ever working WMD or working so close to civilians. The program offers insight to the overall mission set and allows the participants to engage with many other people.”*
- *“The program provides the opportunity to learn from those who have walked the path before you. It also expands the viewpoint of the mentee into alternate possibilities”*
- *I’ve learned a great deal more about the organization and have significantly built up my networks throughout the Agency. I’ve also had the change to brief a senior level audience and have improved my briefing and presentation skills.”*
- *“Navigating through and organization is sometimes a challenge, the mentor program helped me establish an internal network.”*



## Gains from the mentors perspective

- *"Working with the mentoring program has helped me better understand how my participation can help an employee grow. I have also gained a sense of what many mentees look for in the program and am still in touch with all prior mentees. This continuing involvement builds effective networks for DTRA and the employees."*
- *"It provides an opportunity for a true self-evaluation as plans are made to mentor effectively. It is personally satisfying to see growth in our junior leaders."*
- *"I gained an appreciation for the high level of commitment required to serve as a mentor in a structured mentoring program."*
- *"Truly understanding that both partners have something to bring to the table. Whether mentee or mentor, both have something to offer and take from the experience."*
- *"Re-engaged with others in the organization that I might not always have the time to work with. The program reinforced my belief in the need to have a mentee and mentor, and I made this a requirement within my division."*
- *"I really enjoyed working with my mentee. I was able to expand the networking opportunities between CB and CBEP, which led to creating a CB/CBEP S&T working group."*



# Point of Contact Info

- Mentoring Program Manager
  - Ms. Louise L. Velez
  - DTRA, Human Resource Directorate
  - 571-616-5652
  - [Louise.L.Velez.civ@mail.mil](mailto:Louise.L.Velez.civ@mail.mil)