

towards success), listens, and celebrates the fact that the employee is trying. Zander shared that if an attempt is not correct, the conductor must encourage people to try again urging all to “Find it fascinating!” He stated that to be a leader meant to remain open to the possibilities. There is always another way to play a piece of music, to touch a soul, to achieve success. As leaders and workers, we need to listen, practice, and celebrate.

None of these actions require a great deal of money to implement. But, they do require commitment, long-term commitment with tailored solutions. Foremost, they require leaders to be responsible and accountable to the company and to the employees; to make and keep listening and communicating priorities; and to keep a customer focus.

Can DLA make the grade to world-class? It is a question each of us has to answer.

But, I believe the answer is YES. We have dedicated, hard-working employees throughout the agency and have an important, tangible mission with customers whose lives depend on our success. To become world-class we need only to open ourselves and commit to the possibilities of greatness - together!

## New DDC Mentoring Program Provides Opportunities for Professional Growth

The Equal Employment Opportunity Office (EEO) of the Defense Distribution Center (DDC) recently implemented a DDC-wide mentoring program for civilian and military employees.

The new program is designed to enhance individual career goals and the productivity of the organization. “Mentoring gives employees alternative avenues for professional growth and development-for both mentors and protégés,” said EEO Program Manager Patricia Compton.

Mentors and protégés are paired by a Mentoring Board based on the information contained in each individual’s application. The trained mentors will meet with their protégés at least twice per month for one year to work on the protégé’s developmental goals and objectives. The program is voluntary for both mentors and protégés, but participation must be approved by each employee’s supervisor.

“Mentoring is a proactive approach to providing career guidance and role models for employees, while at the same time empowering them to assume responsibility for their own career direction,” said Compton.

Compton cautions that “mentoring does not guarantee a promotion; it is not a one-time event; and it is not a substitute for supervisory counseling, coaching, or feedback.” Rather, she said, “Mentoring is a learning partnership between two employees for the purpose of sharing

knowledge and information. Mentoring provides employees with access to an opportunity for personal and professional growth and development, and is a mechanism to help employees develop skills and abilities to enhance their performance without the need of a classroom.”

Application forms for mentors and protégés are available on the DDC EEO website, <https://ddcnet.ddc.dla.mil/ddca/eo>.

### DDC Mentoring Program



An investment in your future.

#### DLA Values Innovation

Investment in improvements for the future.

