

Fact Sheet – Cross Branch Functional Mentoring Experiment

Background: Mentoring is often as valuable, if not more, to the mentor as it is to the mentee. Mentors often say they develop a personal and effective leadership style, gain an understanding of technology, learn to appeal to younger generations, and understand the dynamic in lower levels of the organization.

- Provides a proven return on investment.
- Increases productivity.
- Reduces voluntary outflow (raises retention)
- Provides opportunities for innovation
- Confirms investment in Human Capital

Mission: OPEX propose a hypothesis experiment to show a dynamic and measurable change in productivity and output through the investment in Human Capital.

- By measurements of understanding (cognitive process and recollected recall)
- Demonstration of new skills (Psychomotive application of Cognitive process)

Assessment of change using an 'in-test' and 'out-test' (potentially using distractor and deception modelling – an academic placebo)

- Employee survey
- Mentor survey
- DIF (Difficulty, Importance and Frequency) Analysis of start and end state viewed across subject, subordinates and superiors.

Milestones: Contract Award Jul 2019
Mentoring Skills Training Early Oct 2019
Initial experiment findings Feb 2020
Experiment FER Sep 2020

Headquarters: NATO Allied Command Transformation, Operational Experimentation Branch.

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