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subj: MARINE CORPS MENTORING PROGRAM (MCMP)

Ref: (a) NAVMC 2795, USMC User's Guide to Counseling

(b) NAVMC Directive 1500, Marine Corps Mentoring Program Guidebook

"One must put himself in the place of those whom he would lead; he must have a full understanding of their thoughts, their attitude, their emotions, their aspirations, and their ideals; and he must embody in his/her own character the virtues which he would instill into the hearts of his/her followers."

Gen John A. Lejeune, 18 Jan 1921

 Situation. This Order establishes the policy, format, and quidelines of the Marine Corps Mentoring Program (MCMP).

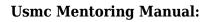
a. Combat cohesion among Marines has arguably never been stronger. At the same time, the staggering pace of operational and deployment tempo places tremendous strain on Marines and their families. Therefore, it is essential that the Marine Corps leverage the lessons of combat leadership and exploit the tremendous sense of mission focus and teamwork by ensuring they are embraced throughout the entire Marine Corps.

b. Mentoring is not a new concept for Marines; indeed many are "mentored" by a Marine senior to them. These informal relationships have a positive impact on our Corps. However, there is no formal direction to the current mentoring construct. Marines will say mentoring is a normal form of leadership and that "we do it everyday." The facts are, however, that not every Marine is mentored, not every Marine is held accountable, and not every Marine is provided with exacting one-on-one leadership by his or her direct senior. The MCMP provides tools

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Usmc Mentoring Manual

Judd E. Hollander



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