



Bridge Chat Overview and Importance

Growth requires positive, effective leadership, and strong leaders are developed through the investment of others. Perpetuating the cycle of “Leaders as Mentors” builds connected teams and a stronger organization. In this cycle, the role of the mentor is to nurture the mentee, encouraging them to learn, grow and develop good skills. This empowers mentees to better perform in their role, progress in their career and mentor others. Mentor leadership benefits the leader too, allowing them to share their experience and wisdom and see the positive impact of their investments. In this cycle, everyone wins!

Chat Reminders

- ▶ **Based on feedback from the field:** August 2019 resilience tactical pause feedback told us that our teammates overwhelmingly want continued, sustained and consistent opportunities to talk with their leaders.
- ▶ **Leaders have flexibility.** HQ ACC provides the topic, but the timing, delivery, and discussion questions are at the commander's discretion.
- ▶ **Cohesive teams built on trust and synergy are more effective**
Above all else...
Demonstrate respect for human dignity

Leaders as Mentors

Bridge Chat Purpose: Create cohesive, high-performing teams that foster trust and connection through flexible and consistent small group discussions; in direct response to overwhelming feedback from the CSAF 21's Resilience Tactical Pause.

Getting the Conversation Started

VIDEO: Listen to Airmen explain the impact of mentorship in their lives:
<https://www.dvidshub.net/video/784268/meaning-mentorship> (2:33)

“Mentoring is best defined as a process of engagement. No one can mentor without connection. Leaders must actively seek out opportunities to establish these connections to ensure that all members of the Air Force team are prepared to ‘travel far and travel together’.”

– Col Scott Linck, 97th Ops Group Commander

Related Resources

1. Simon Sinek discusses how the process of mentorship is win-win:
<https://mentorloop.com/blog/why-reciprocity-improves-mentor-mentee-relationships/>
2. This article explains what mentorship is, what makes a good mentor, and how to maintain a good mentor/mentee relationship:
<https://leaders.com/articles/leadership/what-is-mentorship/>
3. U.S. Air Force My Vector – Mentoring Connection Tool:
<https://myvector.us.af.mil/MyConnections/Home>

MyVector is an enterprise solution that supports the Air Force's goal to provide a standardized process available to all Airmen for career development and mentoring. Airmen can be proactive about their career development and mentoring relationships.

“Everyone needs mentors, and my advice is to find mentors within and outside of your career field, as well as mentors who look like you and don't look like you.”

– Lt. Gen. Brad Webb (Ret), Former AETC Commander

Suggested Discussion Questions ▶

1. Have you had a mentor in your life? Describe their impact.
2. Explain how mentoring others can help you continue building leadership skills.
3. Share the character traits of an effective mentor.
4. In what ways does mentor leadership contribute to a culture of trust, respect, and connection?
5. How does mentor leadership contribute to the success of the U.S. Air Force?
6. Have you utilized the My Vector – Mentoring Connection Tool?
Why or why not?
7. If you have used My Vector, what has been your experience?

