

The 3 C's: Coordinators, Champions & Cohorts

Civilian professionals who support and/or participate in a successful mentoring program include **Coordinators, Champions, and Cohorts**. These roles fulfill the essential need for the program's internal support and continuity. Individuals who will fulfill these roles must be identified early in the process of any successful mentoring program.

Role	Description
Coordinator	The Mentoring Coordinator guides the organization through the overall process of establishing and maintaining the mentoring program structure within their TRADOC organization or Center of Excellence (CoE).
Champion	The Mentoring Champion is the "cheerleader" of the mentoring program. This civilian professional actively supports all efforts related to TRADOC mentoring by communicating and promoting a sustainable mentoring culture. The Champion in many ways serves as the eyes and ears of the program and champions the participants throughout the program.
Cohort	The Mentoring Cohort is the group of civilian professionals who are matched into mentor/mentee relationships. The relationships begin during a fixed registration period and lasts for a fixed time period. Often the mentor cohort gathers to share experiences and insights throughout the mentoring program period. When the mentoring program ends, so does the mentor/mentee engagement.