

**Chat Log C:\Users\gonza\Documents\ChatLog LD COI Community Call  
2021\_07\_15 16\_04.rtf**

**Remley, Kevin (IHS/NAV) (to Everyone):** 3:10 PM: Seeing the people I love hurt

**Lori Kropidlowski (to Everyone):** 3:11 PM: Watching my parents age

**Michelle Exaros (to Everyone):** 3:11 PM: seeing people that don't have a voice or feel that they don't have a voice

**Michelle Marquez (to Everyone):** 3:11 PM: seeing children struggle

**Joshua McClure (Fort Worth Post) (to Everyone):** 3:11 PM: Wasted life/effort

**Matt Matteson (to Everyone):** 3:11 PM: Seeing people with great potential leave for other opportunities

**Susan Thames (to Everyone):** 3:11 PM: Seeing homeless in the streets

**vincent Plocido (to Everyone):** 3:12 PM: believing in someone that doesn't believe in themselves

**Bruce Preston (to Everyone):** 3:15 PM: annually

**Joshua McClure (Fort Worth Post) (to Everyone):** 3:15 PM: My leadership is good about asking what I want

**Michelle Exaros (to Everyone):** 3:15 PM: I tell them what I want often. I wouldn't have my job today if I didn't ask for it.

**Frances Hinkley (to Everyone):** 3:15 PM: just about every time i talk to him!

**Eddie Gonzalez (to Everyone):** 3:15 PM: I use my performance goals to communicate where I want to professionally.

**Michelle Marquez (to Everyone):** 3:15 PM: we have to be responsible for our own growth so we have to speak up

**Luke Colloredo (to Everyone):** 3:15 PM: Often

**Lori Kropidlowski (to Everyone):** 3:15 PM: My dad taught me young - You don't get anything you aren't willing to ask for!

**Michelle Exaros (to Everyone):** 3:17 PM: Amen, Lori! Asking was a hard thing for me to learn as a young woman, but I know how to now! ;)

**Lori Kropidlowski (to Everyone):** 3:19 PM: I'd like to join Toastmasters

**Joshua McClure (Fort Worth Post) (to Everyone):** 3:19 PM: Not really

**Matt Matteson (to Everyone):** 3:19 PM: They exist but I haven't used them

**Ann Mpls St Paul Post (to Everyone):** 3:19 PM: we do not have a peer group for discussing career

**Joan Freitag (to Everyone):** 3:19 PM: I actually worked with a peer group through SAME in an informal way.

**Suzu Grix (to Everyone):** 3:19 PM: I did Toastmasters in Kalamazoo and it was a great experience

**Matt Matteson (to Everyone):** 3:19 PM: Ours is focused for entry level careers

**Suzu Grix (to Everyone):** 3:19 PM: Being a part of industry associations has always been

a great way to get around growth-minded peers

**Remley, Kevin (IHS/NAV) (to Everyone):** 3:19 PM: I don't have a dedicated peer group, but I discuss career development/planning with superiors quite often.

**Joan Freitag (to Everyone):** 3:21 PM: The important aspect of mentoring is to be able to determine what your mentee needs and then find a way to deliver this to her/him. I view it like marketing in the purest form--you find out what your client needs and then you find a way to bring it to them.

**Matt Matteson (to Everyone):** 3:22 PM: Joe Sczurko

**Suzy Grix (to Everyone):** 3:22 PM: Myndi Bacon

**Michelle Exaros (to Everyone):** 3:22 PM: Todd Habersang

**Frances Hinkley (to Everyone):** 3:22 PM: Now MG Anthony Funkhouser. He was a COL at the time Commanding the Afghansitan South District! He was (and still is) amazing!

**Bruce Preston (to Everyone):** 3:22 PM: Doug Plasencia

**Frances Hinkley (to Everyone):** 3:28 PM: in my head but not written down

**Matt Matteson (to Everyone):** 3:28 PM: chores :)

**Lori Kropidlowski (to Everyone):** 3:28 PM: Never thought about it that way

**Joshua McClure (Fort Worth Post) (to Everyone):** 3:28 PM: No xactly, just vague dreams

**Suzy Grix (to Everyone):** 3:28 PM: We are always discussing our five and ten year plans- its a consistent part of our date night discussions

**Daniel Burillo (Los Angeles, CA) (to Everyone):** 3:28 PM: I wrote them down years ago, but life has changed a lot and I'm due to revisit.

**Michelle Marquez (to Everyone):** 3:29 PM: I don't have a life plan, but it's a GREAT idea!!! I'm going to bring it up to my husband and mentorees

**Bruce Preston (to Everyone):** 3:29 PM: sort of. My wife and talk about it monthly on what our 5-10 year plans are in order to meet our retirement plans.

**Eddie Gonzalez (to Everyone):** 3:30 PM: I have a white piece of paper where I have terms representing big areas of my life I want to develop of various scales. Examples, lose weight, travel again, start up tai chi again. I don't have plans for each item but they are a placeholder for things occupying my mind.

**Lori Kropidlowski (to Everyone):** 3:31 PM: I would like a copy of your guide. Thanks

**Ann Mpls St Paul Post (to Everyone):** 3:32 PM: I would as well! St Paul post would like a copy too

**Suzy Grix (to Everyone):** 3:32 PM: Yes- please sent to all! :)

**Suzy Grix (to Everyone):** 3:32 PM: send\*

**Eddie Gonzalez (to Everyone):** 3:34 PM: Here is a link to the LD COI Post Leader Development toolkit for posts looking to set up their own program.

<https://www.same.org/Portals/0/Users/254/54/13054/Final%20SAME%20Leader%20Development%20ToolKit%2020200930.pdf?ver=2020-10-02-015753-860>

**Matt Matteson (to Everyone):** 3:34 PM: Yes

**Michelle Exaros (to Everyone):** 3:35 PM: Yes

**Michelle Marquez (to Everyone):** 3:35 PM: Yes

**Eddie Gonzalez (to Everyone):** 3:35 PM: Here is the mentor relationship guide we use in the LDP program:

<https://www.same.org/Portals/0/Users/254/54/13054/SAME%20Mentoring%20Relationship%20Guide%20Final%20Oct%202020.pdf?ver=2020-10-02-030117-567>.

**Tom Heinold (to Everyone):** 3:35 PM: Yes

**Michelle Marquez (to Everyone):** 3:35 PM: thank you for the guides

**Eddie Gonzalez (to Everyone):** 3:35 PM: We have more mentoring resources at [www.same.org/mentoring](http://www.same.org/mentoring).

**Luke Colloredo (to Everyone):** 3:40 PM: New perspectives and expierance

**Lori Kropidlowski (to Everyone):** 3:40 PM: Lessons learned

**Joshua McClure (Fort Worth Post) (to Everyone):** 3:40 PM: Relationships

**Joshua McClure (Fort Worth Post) (to Everyone):** 3:40 PM: Private sector experience

**Lori Kropidlowski (to Everyone):** 3:41 PM: Internal politics

**Joshua McClure (Fort Worth Post) (to Everyone):** 3:41 PM: For profit

**Frances Hinkley (to Everyone):** 3:48 PM: yesssss!!!!

**Ann Mpls St Paul Post (to Everyone):** 3:49 PM: very important to care for self ... exercise and understand body needs as we age

**Suzy Grix (to Everyone):** 3:50 PM: Working very hard, but probably need to assess the bigger picture and develop SMART goals

**Michelle Marquez (to Everyone):** 3:56 PM: this has been extremely helpful, insight and thought provoking - thank you!!!!

**Ann Mpls St Paul Post (to Everyone):** 3:56 PM: how have you seen same posts implement mentor programs.

**Luke Colloredo (to Everyone):** 3:59 PM: Thank you. Could you share the best way to get in contact with you?

**Eddie Gonzalez (to Everyone):** 3:59 PM: Getting a good view of a defined carrot helps motivate action.

**Eddie Gonzalez (to Everyone):** 4:00 PM: If you don't know where you are going, any path will get you there.

**Lori Kropidlowski (to Everyone):** 4:01 PM: Remember mentees can be of service and "mentor" their mentor - two way street

**Ann Mpls St Paul Post (to Everyone):** 4:03 PM: thank you!

**Remley, Kevin (IHS/NAV) (to Everyone):** 4:03 PM: Thanks, Don, always enjoy the conversations sparked during your presentations!

**Art Lee (to Everyone):** 4:03 PM: Thanks, Don!

**Lori Kropidlowski (to Everyone):** 4:04 PM: Thanks Don!