



## ABRAHAM LINCOLN CARRIER STRIKE GROUP

### PENNY PRESS

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## Cultivating Growth

By: Mass Communication Specialist Seaman Victoria Armstrong

PACIFIC OCEAN — Junior Sailors of various ranks and rates are gathered on the aft mess decks for an event that can help shape the course of their career. Seasoned Sailors sit at the tables, waiting to share their experiences and knowledge with junior Sailors as they line up and prepare their questions.

Each pair has five minutes to get to know each other before the pairs are rotated. This event gives Sailors the opportunity to learn from more experienced service members and, hopefully, find a mentor – someone they can turn to for advice and guidance regarding their career or personal goals.

Recently, Abraham Lincoln (CVN 72) conducted a mentorship speed run which aimed to match junior Sailors with potential mentors. The speed run gave junior enlisted Sailors the opportunity to speak with senior enlisted Sailors and officers about their experiences, professional knowledge and advice they have about the Navy and life in general.

Per Abraham Lincoln's instruction 5300.1, all newly reported E4 and junior Sailors shall formally select a mentor inside their parent department within 120 days of their check-in date. Every department has a mentorship coordinator that is responsible for making sure that every Sailor in their department is assigned a mentor. A mentor provides guidance to help them navigate both Navy and life events so they can fulfill personal and professional goals.

Senior Chief Culinary Specialist Marco Guevarra said he considers Chief Warrant Officer 5 Jonathan Delacruz, who is in charge of the Navy food management team in Hawaii, to be his mentor. Whenever Guevarra experienced setbacks in his career, it was Delacruz who was there to uplift him.

"Let it be a learning experience," Guevarra recalls Delacruz telling him. "If it's really in your blood to be a squared away Sailor, you're going to bounce back."

Guevarra said he volunteered to be the coordinator of the mentorship program because he firmly believes everyone needs a mentor.

"The mentorship program is very important to me," said Guevarra. "Even I, with 25 years in the Navy, still have a mentor. I make big decisions now, so sometimes I need someone to keep motivating and inspiring me."

The goal of mentorship program is to cultivate junior enlisted Sailors into competent leaders that can one day step into the roles of the senior leaders that came before them. The mentorship program does this by pairing them with more experienced Sailors who have walked in their shoes before and can offer guidance with their qualifications and various leadership roles.

"I believe that a leader who takes the time to develop and mentor individuals demonstrates their commitment to the team, its members and its future," said Chief Aviation

Boatswain's Mate (Aircraft Handling) Marquis Clark. "Building a strong mentorship program means helping the Navy retain the finest talent and develop the best leadership for the future." Clark said Navy leaders should share their knowledge to pave the way for junior Sailors to succeed.

"I would like for leaders to remember the guidance they were given during their career in the Navy, and bring the best out of each and every junior Sailor," said Clark. "A mentor is essential throughout your entire career. They can be there to assist in both one's professional and personal life."

Guevarra said that going from being a mentee to a mentor has helped him mature. He now has Sailors relying and depending on him. He's able to lead them by relating to what his Sailors are going through because he has been in their position.

"My Sailors are like my kids," said Guevarra. "I show them tough love from time to time because I genuinely care about them and their career. Sometimes they don't understand the decisions I make, but I know they'll understand eventually."

Guevarra said he wants the mentorship program to be more organic by allowing Sailors to have mentors outside of their departments. This will hopefully help mentors and mentees form genuine relationships that can continue outside of the command.

Guevarra and Clark recently turned over the mentorship program to Senior Chief Aviation Electronic Technician Gabriel Ruhnow and Chief Logistics Specialist Shache Cox. For any questions or more information about the mentorship program speak with your department's mentorship coordinator or email Ruhnow and Cox at [gabriel.ruhnow@cvn72.navy.mil](mailto:gabriel.ruhnow@cvn72.navy.mil) and [shache.cox@cvn72.navy.mil](mailto:shache.cox@cvn72.navy.mil), respectively.