



*Start a conversation.  
Spark a transformation.*

## **Mission: Elevating, educating, and facilitating mentoring for the military and beyond.**

**The Challenge:** While our force is uniquely trained and equipped, service members are each unique developmentally and continually need to be honed professionally. The services tend to saddle the individual with his/her own self-development, however, and hope that mentor relationships fill any gaps. Unfortunately, most of these relationships lack authenticity and developmental rigor. We find the same challenges across the corporate world. Mentoring just becomes another task on a long to-do list; more detrimental than beneficial...

**Our Answer:** We look to stretch the conversation around mentorship to ultimately improve the never-ending developmental cycle involving **LEADERS** and **LEADERSHIP**.



Conversation stretching seeks to expand the *thoughts, beliefs* and *narrative* surrounding mentorship through social media engagement, interactive events, workshops, academic and professional connections, guest speaking, and other live and online means.



Leader development includes mentoring for the growth of *individual knowledge, skills* and *abilities*, such as self-awareness, motivation, education and managerial know-how.



Leadership development focuses on the mentorship of *social aspects*, like understanding group dynamics, building teams, growing positive organizational culture, and utilizing the right systems.



STARFISH LEADERSHIP



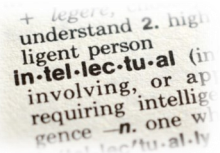
***Mission:*** Elevating, educating, and facilitating mentoring for the military and beyond.

***Vision:*** Redefine leadership via the art, science, and practice of mentorship.

### Organizational Values:

#### *Intentional*

**INTENTIONAL:** We are change-oriented, developmentally-focused practitioners who lead with purpose.



**INTELLECTUAL:** We believe in the art of mentorship but are grounded by the science behind it, which allows us to creatively stretch the possible.



**INTEGRITY:** We “practice what we teach”, maintain accountability, are character conscious, and are unflappable in our authenticity.



**INTEGRATED:** We are a diverse, inclusive, and cohesive team inextricably linked to each other and to the needs of the people we earn the right to serve.

