



Mentoring the Next Generation of Librarians

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Overview of Presentation

- We'll discuss...
 - Why mentoring is important
 - Terms associated with mentoring
 - Different types of mentoring models
 - Appealing to the needs of the millennial generation
 - Modern vs. traditional mentoring tactics
 - Benefits of mentoring programs
 - Personal impact of mentorship

Why mentoring is important?

- The retirement rate is increasing
- A new generation is entering the library workforce
- The next generation needs an updated approach to mentoring
- Strong mentoring relationships benefit all involved

Terms

- Mentoring terms
 - Mentor
 - Mentee (protégé)
 - Mentoring
- Terms relevant to this discussion
 - Baby boomers
 - Millennials

Types of Mentoring Models

- Formal mentoring relationships
- Informal mentoring relationships



Appealing to the Needs of Millennials

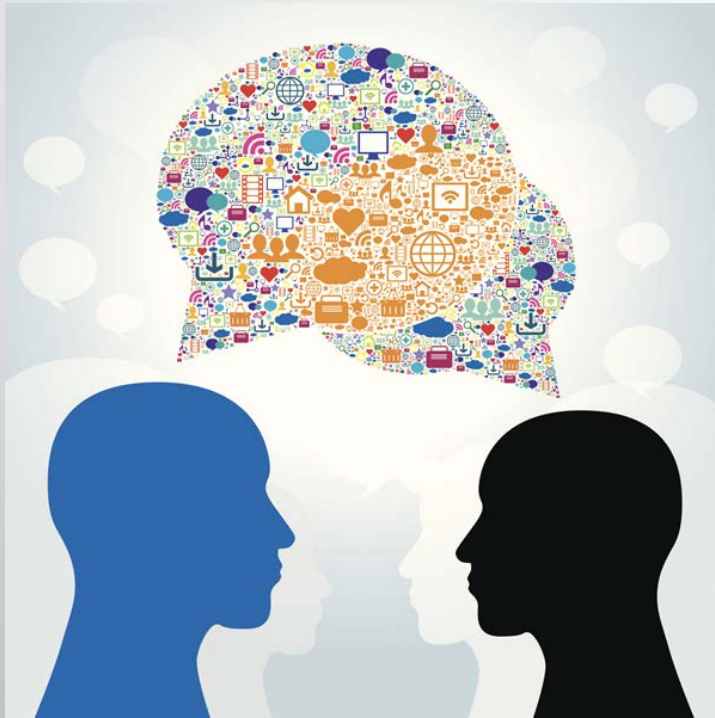


- Millennials need
 - Their values to align with the work they do
 - A sense of purpose in their work
 - Feedback
 - Honest, open communication
 - Collaboration

Mentoring Tactics for the Next Generation

- Informal mentoring
- Reverse or co-mentoring
- Group or team mentoring
- Peer mentoring
- Mentoring 2.0 (e-mentoring, crowdsource mentoring, anonymous mentoring, micro mentoring)
- Mentoring network or mentoring circles
- Diversified mentoring relationships

Traditional Mentoring Tactics



- Formal mentoring
- One-to-one mentoring
 - Partnering senior level mentors to junior level mentees
 - Mentoring partnerships often lack diversity

Benefits of Mentoring Programs

- Benefits for
 - Mentors
 - Mentees
 - Organization





HELLO

my name is

Millennial

Personal Impact of Mentorship

- Mixture of both formal and informal mentoring
- Diverse mentoring
 - Peer mentoring
 - Reverse mentoring
- Different mentoring relationships have served different needs for different phases of my career
- Strong, trusting mentoring relationships



Conclusion

“What you want in a mentor is someone who truly cares for you and who will look after your interests and not just their own. When you do come across the right person to mentor you, start by showing them that the time they spend with you is worthwhile.”

- Vivek Wadhwa

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