

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

Mentoring is important because...

- 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
- Additional terms
 - 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



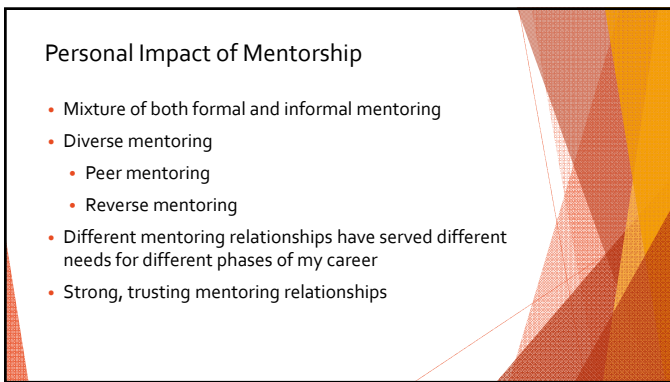
- One-to-one mentoring
- Partnering senior level mentors to junior level mentees
 - Mentoring partnerships often lack diversity

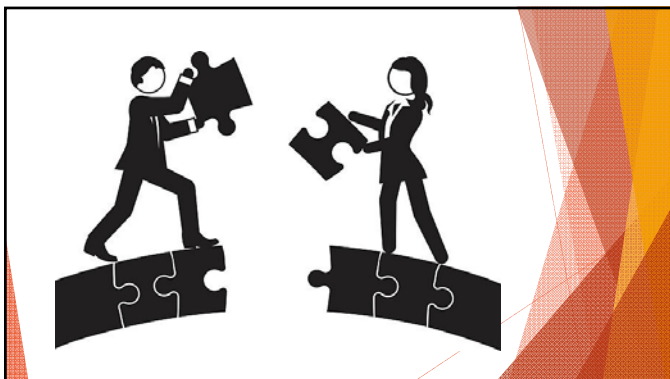
Benefits of Mentoring Programs

- Benefits for
 - Mentors
 - Mentees
 - Organization









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