

# A Formal Mentoring Program Under Construction?

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## Question #20

### *Library Forecast Questionnaire*

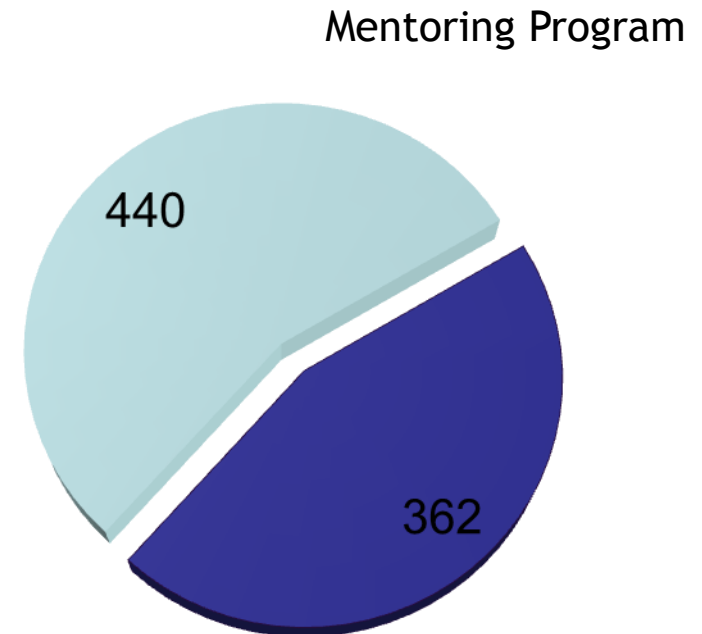
*“Would you participate in a mentoring forum hosted by Government Printing Office (GPO) for new or existing coordinators?”*





# FDLP Forecast Study Data Report (Library Forecast)

- 802 respondents
- 440 (55%) “yes,”
- 362 (45%) “no”





## Mentoring/Forum

- **Mentoring** is a process that focuses on providing guidance, direction, and career advice. Mentoring programs can be either a standalone program or part of a training and development program within an organization.
- **Forum** is a place, meeting, or medium where ideas and views on a particular issue can be exchanged



Source: Office of Personnel Management  
Source: Google



## Mentoring Forum Example

- The San Antonio Mentoring Forum (SAMF) serves as an informal organization for mentoring organizations and advocates to share mentoring information, promote mentoring awareness, learn of mentoring best-practices and foster collaboration in the mentoring community.



## Types of Mentoring



- **Flash Mentoring**

The only requirement is one-hour or less of a mentor's time to meet with a protégé. During the one-hour session, mentors can share lessons learned, life experiences and advice to aspiring protégés. After this meeting, mentors and protégés can decide if they would like to continue the relationship.

- **Virtual Mentoring**

uses videoconferencing, the Internet, and e-mail to mentor individuals. This is beneficial for those who are unable to leave their workplace and for those who live in rural or remote communities. Virtual mentoring is usually less expensive compared to face-to-face mentoring and provides an individual with more choices for mentors. Even with virtual mentoring, it is recommended the mentor and protégé meet face-to-face at least once.

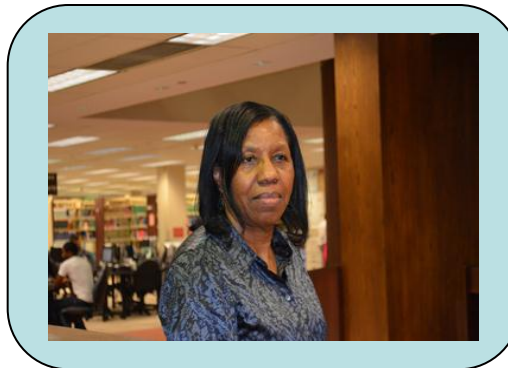


# Mobile Mentoring

- Texting

Hope you are enjoying your retirement!??? I did not get a response on the discards. So what is my next step. Tell Dwain to discard them??

Thanks Netta



- Calls

Mrs. Lyons would you give me a call when you get a chance I have a GovDoc question.

Netta

Beth will get back to you. She has to check her collection to see if they need any of your titles, be patient

Inez Lyons



# Formal Mentoring

- Formal mentoring programs are facilitated by an organization, which facilitates the mentor-mentee relationship (set up the structure of the mentoring program, how it will or operate)
- Designed to build a culture of internal mentoring, support and development of people
- They may assign mentors to a mentee and monitor progress of the mentoring relationship





# Developing and implementing a formal mentoring program

1. Conduct a needs assessment
2. Develop a business plan, project plan and implementation plan
3. Have Senior Leadership support and commitment to the program
4. Appoint a Program Manager
5. Begin with a pilot program with a component of continuous feedback





## *Formal mentoring Program*

- Open to all who meet program criteria
- Mentors and mentees are paired based on compatibility
- Goals are established from the beginning by the organization and the mentee



- Outcomes are measured
- Training and support in mentoring is provided
- Organization and mentee both benefit directly.



# Value of Formal Mentoring Program

- **Organizational Productivity** - Communicate the values, vision and mission of the organization
- **Knowledge/Management/Knowledge Transfer** - Provides for the interchange/exchange of information/knowledge between members of different organizations.
- **Skills Enhancement** - Enables experienced, highly competent staff to pass their expertise on to others who need to acquire specified skills
- **Education support** - Education and training is complemented by the knowledge and hands-on experience of a competent practitioner





SLA » SLA Academic Division » Academic Division Mentoring Program

Academic Division Mentoring Program Tags: mentee, mentor, mentoring, mentors, mentorship Last Updated: Feb 5, 2014 URL: <http://slaacademic.libguides.com/mentoring> Print Guide RSS Updates Email Alerts

- Home
- Mentoring Resources
- Program Guidelines
- Resources for New Librarians
- Advice Forum
- Discussion Board

## Interested in Participating?

### Join the Mentoring Program!

Submit this form to be matched with a mentor or to serve as a mentor.

Name \*

Email \*

1. Are you interested in being matched with a mentor or serving as a mentor?

Matched with a mentor

Serving as a mentor

2. Areas of interest or expertise

Career guidance & advice

Tenure guidance & advice

Research & publication advice

New member conference guidance

Professional development

Networking

Technology

Other

3. Is there additional expertise you are looking for or able to provide?

4. How many years do you have in the profession?

1-5 years

5-10 years

10-15 years

15-20 years

20+ years

5. What type of mentoring connection do you prefer?

Virtual only

Blended: virtual and in-person

In-person at conference

Geographically based

Other

6. What is your current position?

7. Your institution? City, State, Country?

8. Work phone number

● Submit

Comments (0)



## Qualities of a Good Mentor

- Desire to be a mentor
- Desire to commit ones time to be a mentor
- Be willing to give feedback to mentee
- Help mentee meet specific goals



## Mentee/Benefits

- Learn from someone who is already experienced in an area or field
- Builds confidence
- Builds leadership qualities
- Builds friendships

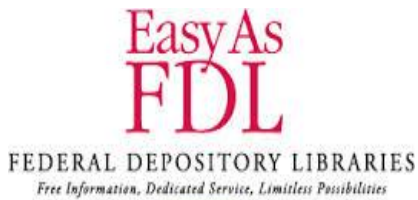


# Mission of Federal Depository Libraries

Federal depository libraries must offer free, public access to their Federal collections...

In addition, information specialists are available at these libraries to assist the American public to locate Federal information.

Source: [gpo.gov](http://gpo.gov)



Davita Vance-Cook, 27th Public Printer of the United States Government Printing Office







## Sources

- Management Mentors  
<http://www.management-mentors.com/resources/corporate-mentoring-programs-faqs/>
- United States Office of Personnel Management  
<http://www.opm.gov/policy-data-oversight/training-and-development/career-development/bestpractices-mentoring.pdf>
- FDLP Forecast Study Data Report Library Forecast (May 2013)  
<http://fdlp.gov/news-and-events/1600-data-reports-from-the-fdlp-forecast-study>
- SLA Mentoring Libguide  
<http://slaacademic.libguides.com/mentoring>