MENTORING PANEL: WHEN YOU NEED MORE THAN RUBY SLIPPERS

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Sometimes there’s no place like home, but when you need something more, maybe it’s mentoring that will take you there.
Defining Mentoring

- What do we think mentoring is or is for?

- What are our previous mentoring experiences?
DEFINING MENTORING

Mentoring is when one person helps another person make “significant transitions in knowledge, work or thinking.”*

COMMON REASONS FOR MENTORING

- To be successful in your position:
  - position skills
  - socialization
  - corrective action

- Career development / future paths
MENTORING CONFIGURATIONS

- E-mentoring
- One-on-one
- One-to-a-group
- Group-to-group
ELEMENTS OF A MENTORING PROGRAM

- Decide on the scope of the program
- Create a contract
- Frequency
- Evaluation
AN APPLICATION

State-wide Mentoring Job Shadowing Program
LESSONS LEARNED

- Not everyone makes a good mentor (or a good mentee)
- Need to state the obvious
- It may not be mentoring that you want at all
THANK YOU