



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.”***

*From Clutterbuck, D., & Megginson, D. (1999). *Mentoring Executives and Directors*. Oxford: Butterworth-Heinemann, p. 3.



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**
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THANK YOU

