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Building Bridges Across Mentoring: Emerging Leaders

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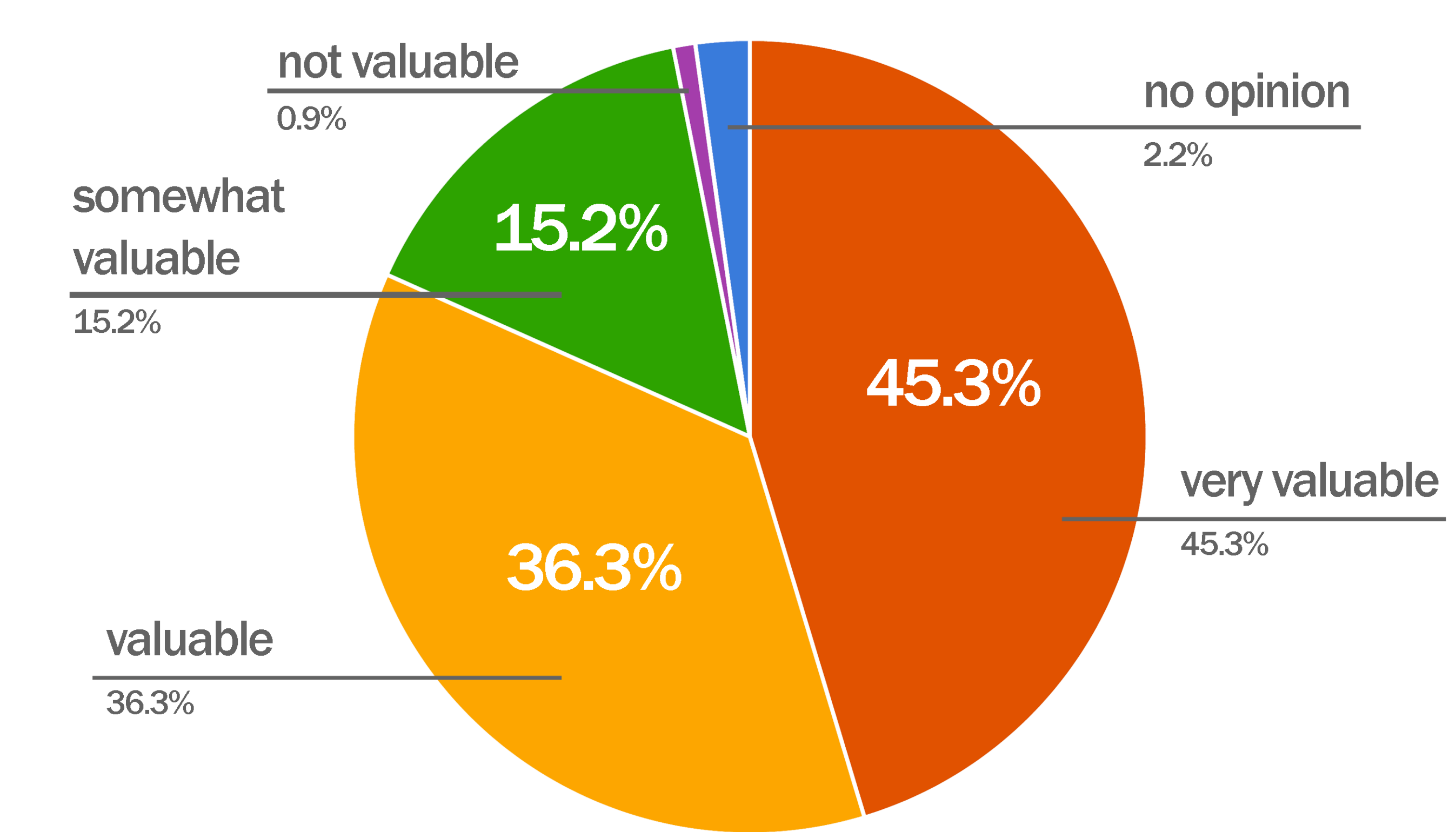
Building Bridges Across Mentoring

Emerging Leaders 2013, Project L

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Librarians want mentoring

Are mentoring programs valuable?



In our survey of 322 participants, 81.6% said they think mentoring programs are valuable or very valuable.

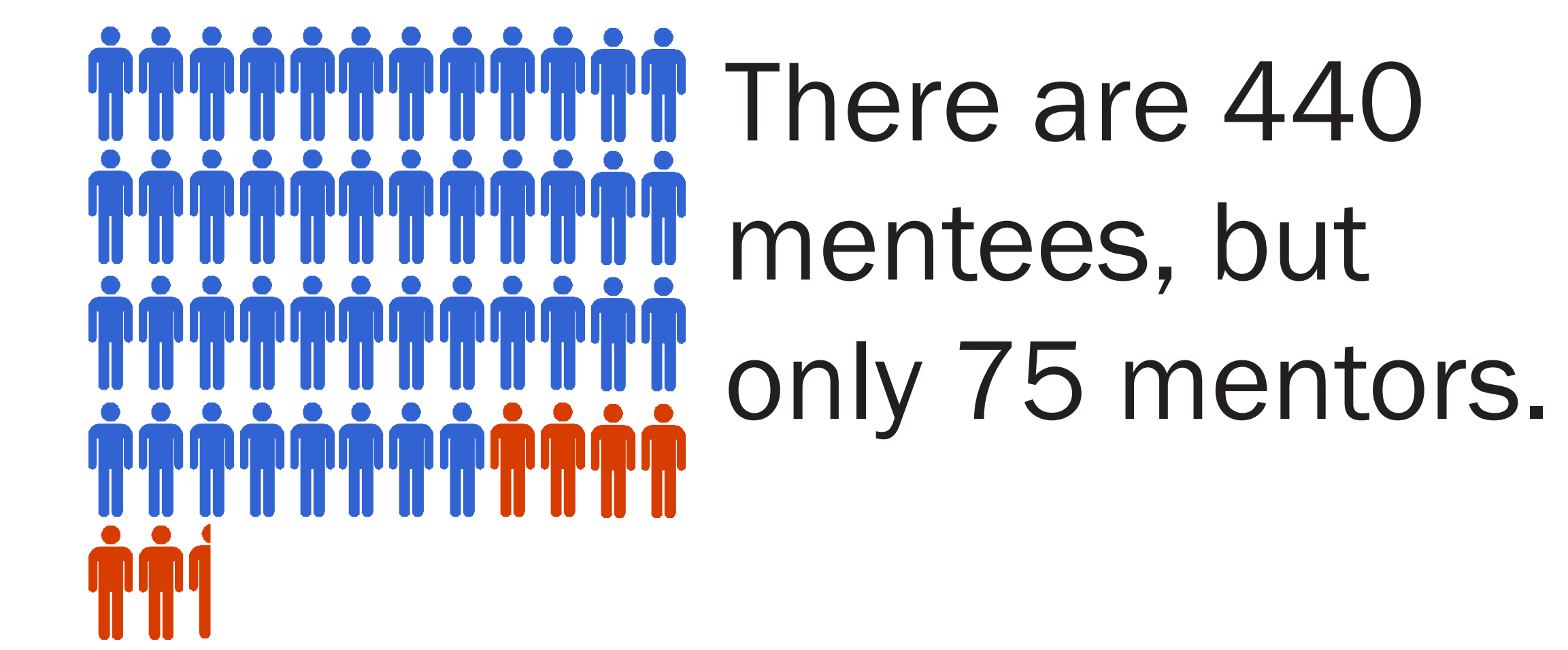
What can ALA do?

1. Centralize mentoring information
2. Upgrade MentorConnect
3. Promote best practices

2. Upgrade MentorConnect

MentorConnect is a an online network that allows mentors and mentees to create profiles and find each other through ALA Connect.

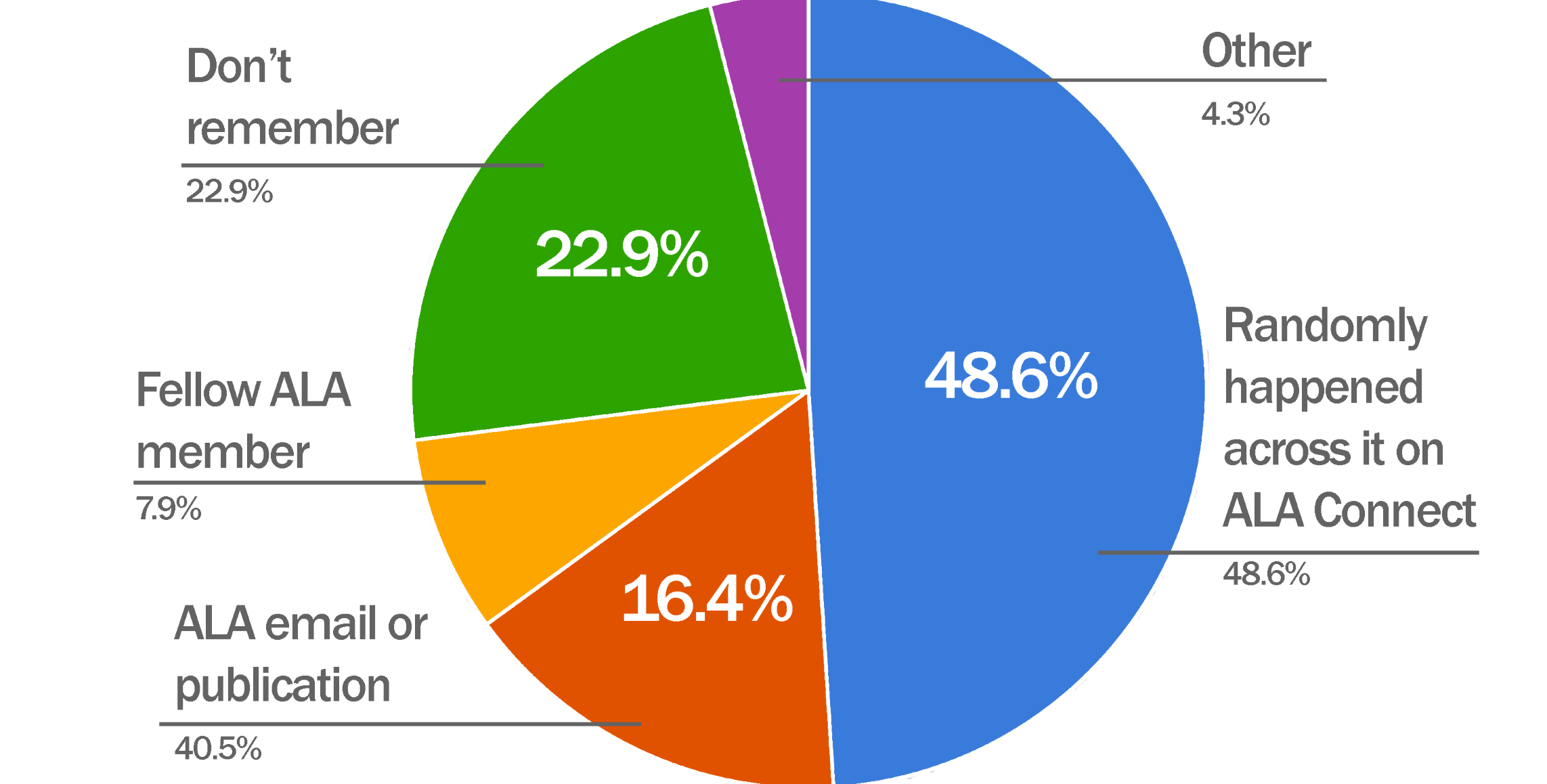
Current Challenges



Have you contacted anyone?

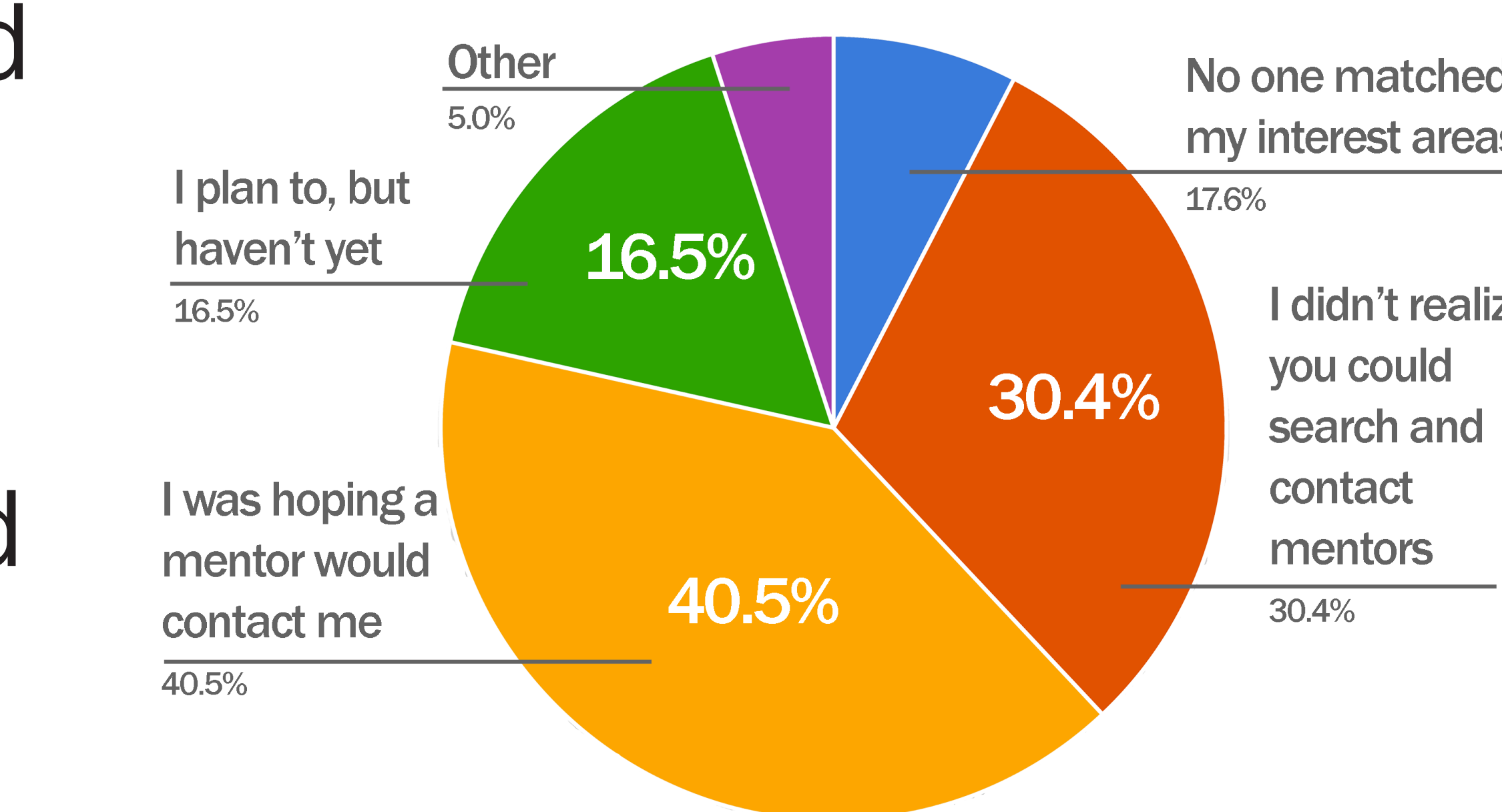


How did you hear about MentorConnect?



Most users found MentorConnect by chance, not marketing.

Mentees—Why haven't you contacted anyone?



Most users have never initiated a mentoring relationship.

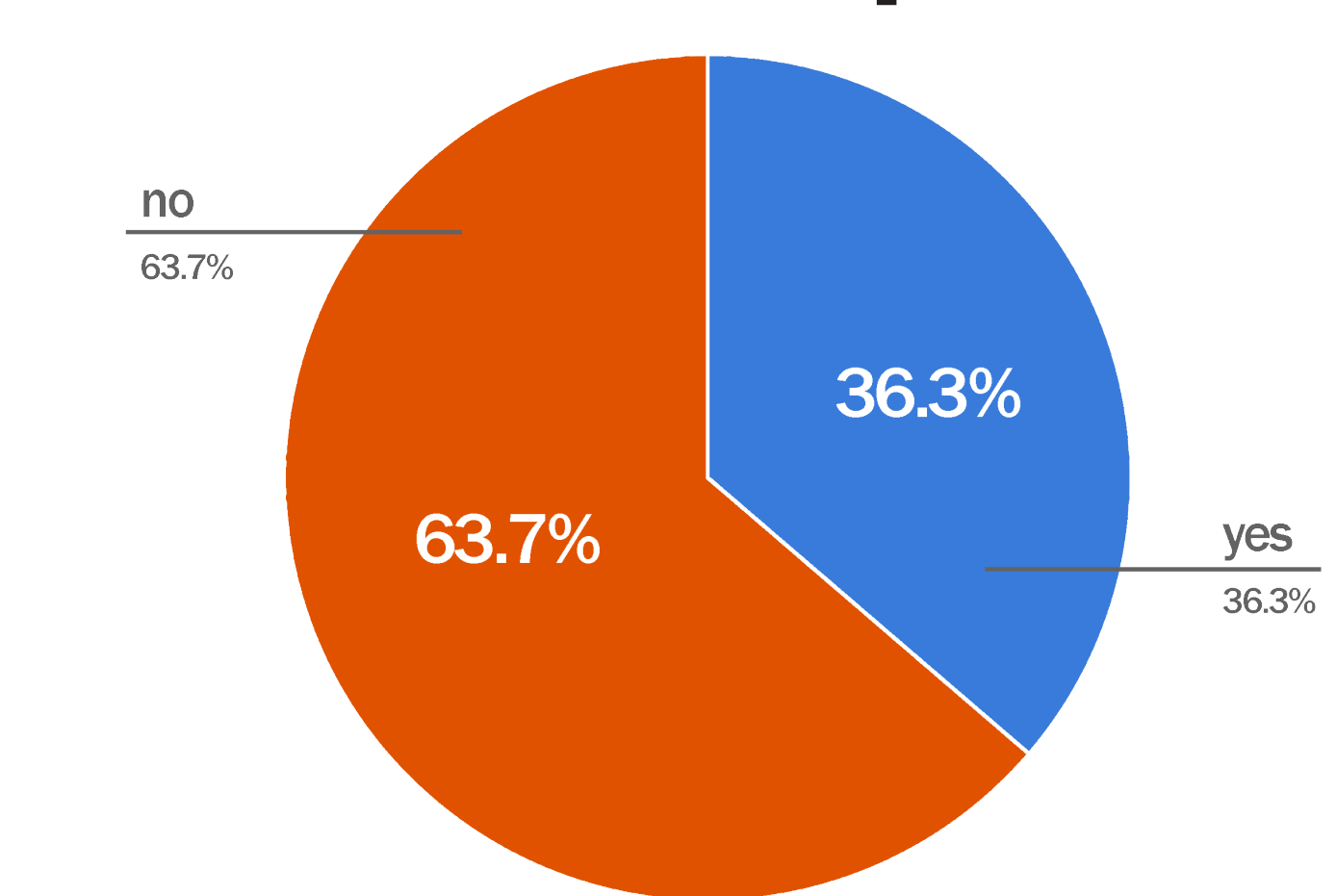
Many have failed to connect because they don't understand how the service works.

Suggested Improvements

- Clear instructions and best practices
- Streamlined profiles
- Geographic location
- Allow first contact outside Connect
- Send reminders
- Market the service

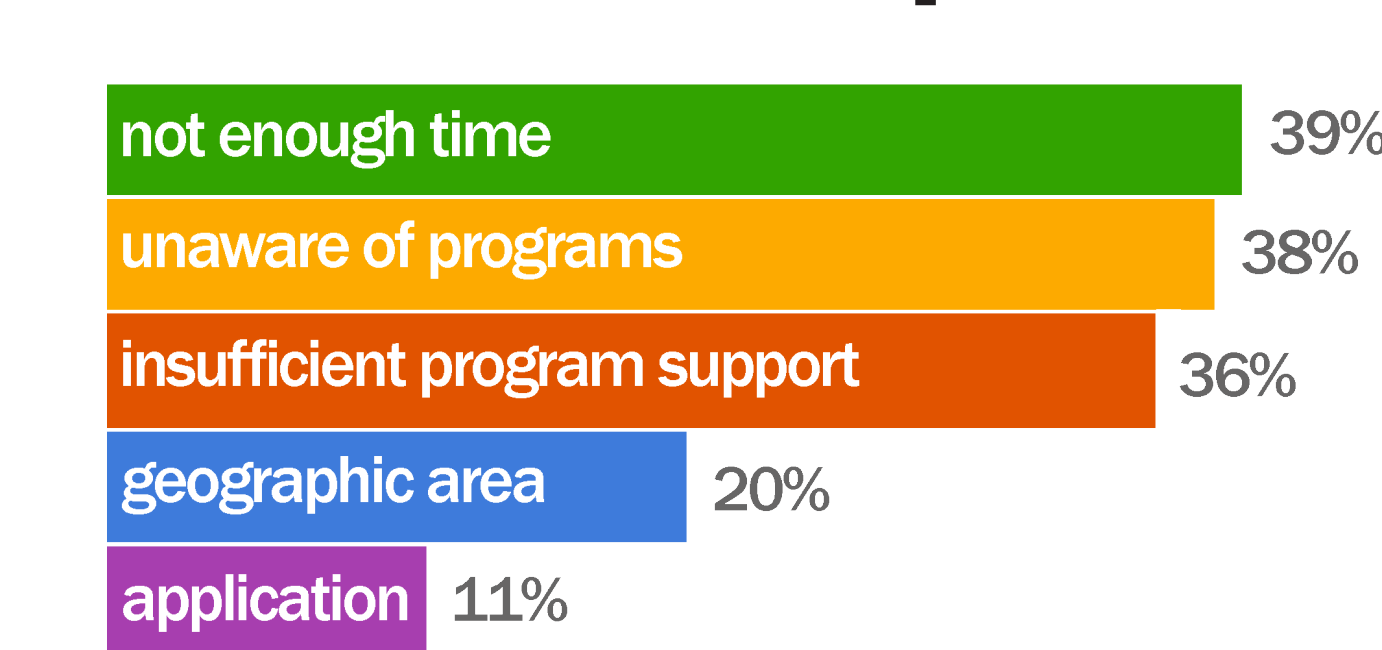
But they're not getting it

Are you in a mentoring relationship?



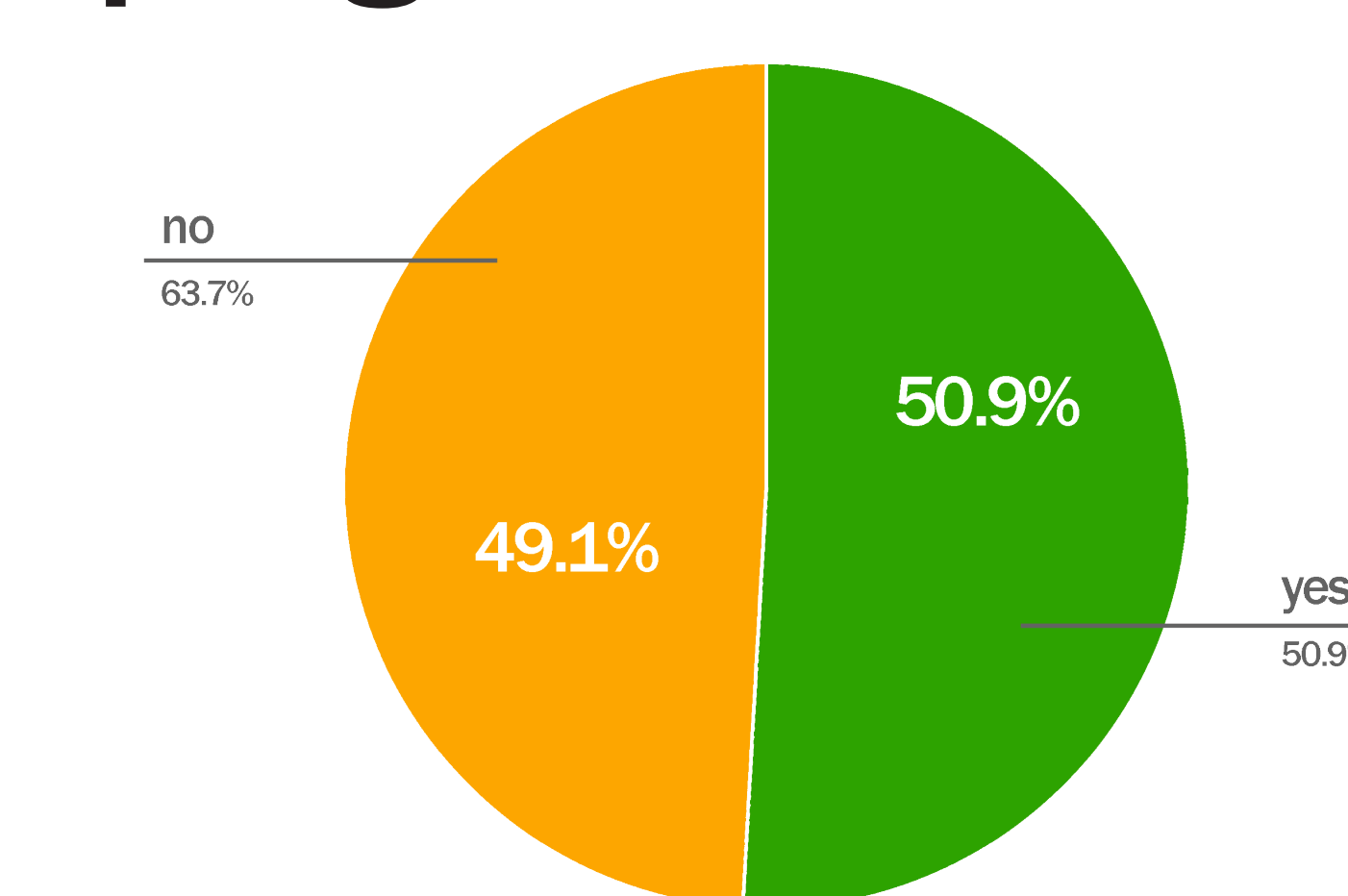
Only 36.3% are in a mentoring relationship.

Why aren't you in a mentoring relationship?



38% say it's because they are unaware of any programs.

Are you aware of any ALA mentoring programs?

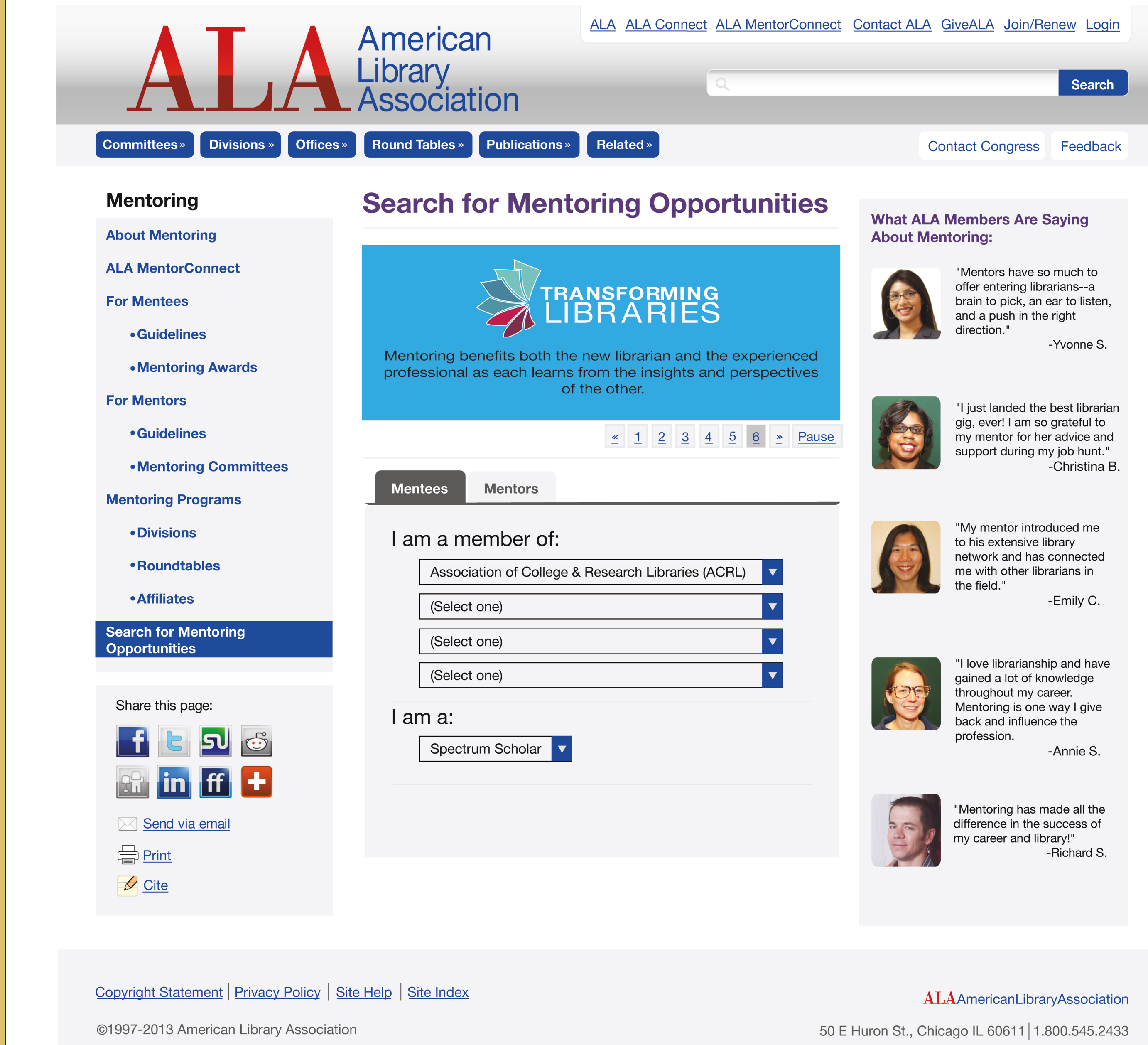


49.1% are not aware of ALA programs.

Other cited barriers to participation:

- ALA membership too costly
- Inability to commit to a program due to job instability
- Mentoring limited to full-time employees
- Too old to be a mentee, too young to be a mentor

1. Centralize mentoring



There are dozens of mentoring programs across ALA. Bringing information about them together into a centralized web space on ALA.org would make it easier

for librarians who want to be mentees or mentors to find a program that meets their mentoring needs.

3. Promote best practices

Manage your time

Expectations

Not confused with networking

Tell and show

Easy going or formal forming

End-results

Manage your time

Expectations

Not your average librarian

Teach

Open minded

Results