

ULA 2026 Mentoring Program Connect, Grow, Lead.

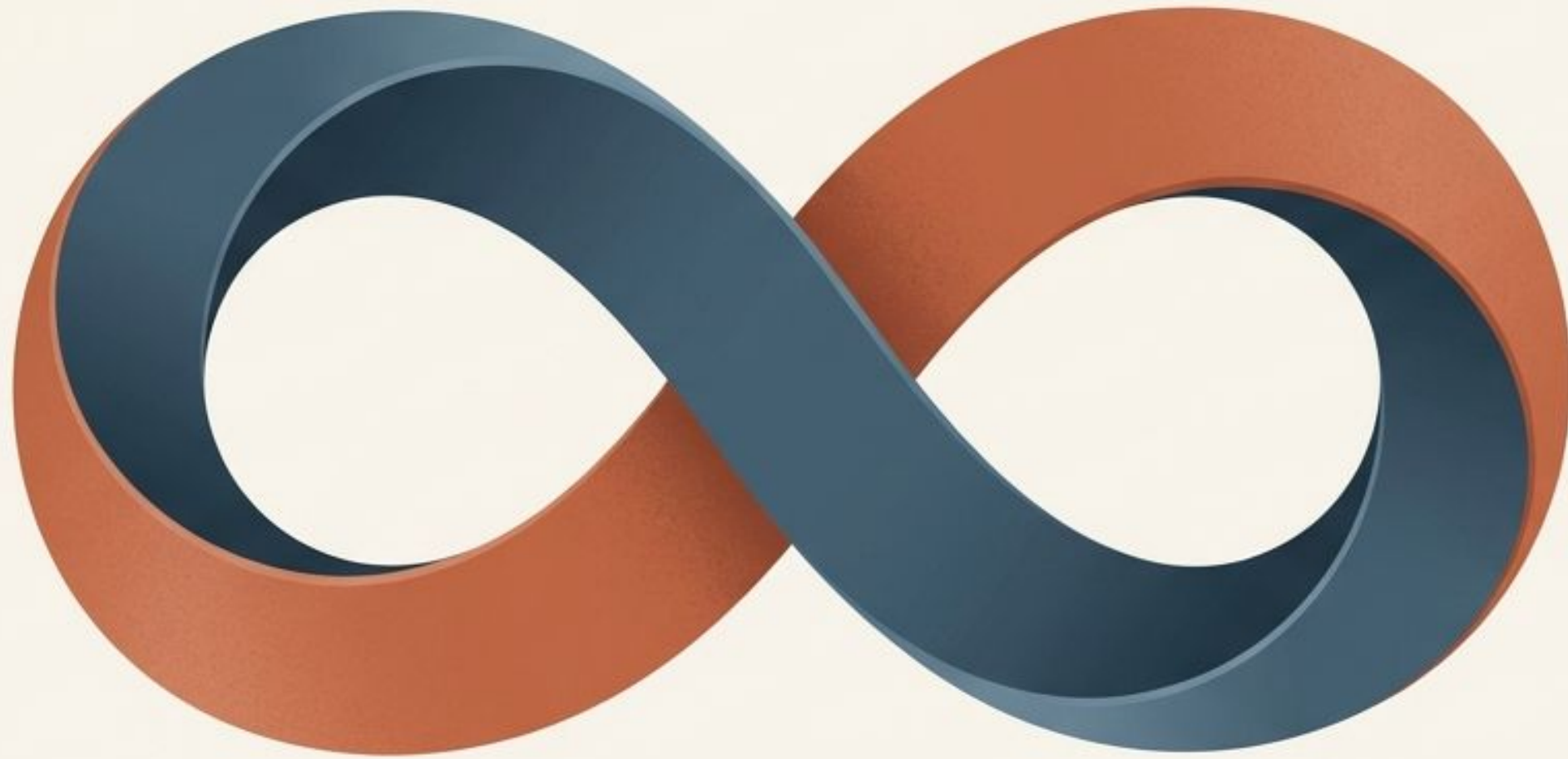
A Joint Effort: ULA Mentoring & Networking
+ Admin & Management Roundtables



Team
Skill Lead
Grow Inspire
Inspire Team Grow
Connect Skill Connect
Skill Mentoring Injor
Grow Team Develop
Develop Skill Lead Team
Influence

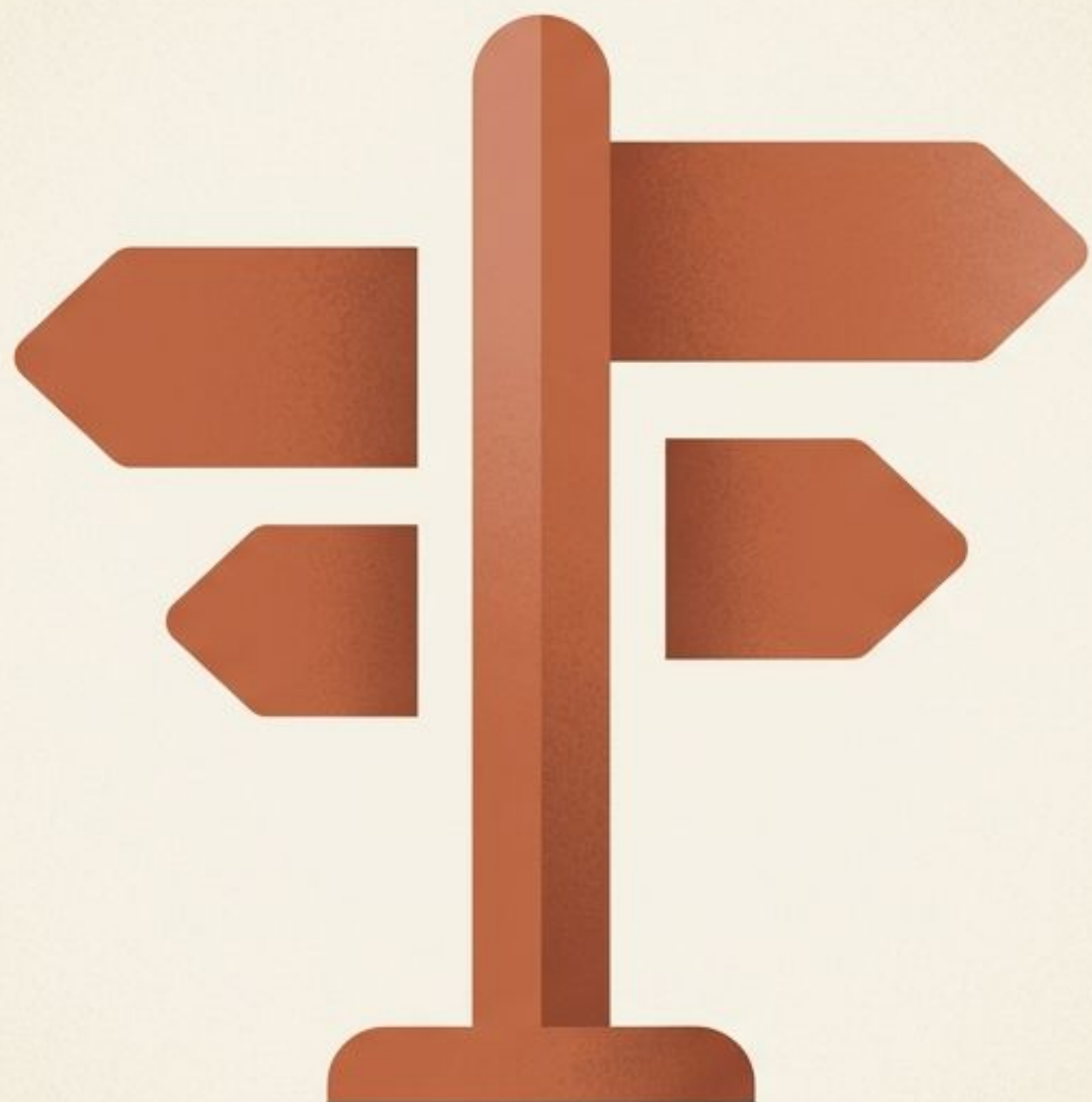
A Supportive Learning Relationship

Mentoring is a collaborative, mutually beneficial partnership between a mentor and a mentee.



Why it Matters

- Encourage and nurture current and future leaders
- Develop and promote outstanding leadership and management practices
- Not just for early careers—mid-career professionals need honing and next-step guidance too



The Mentee Experience

- **Clarity:** Gain focus on career paths and goals.
- **Safety Net:** Experience new things with guidance; a non-threatening environment to ask questions.
- **Access:** Direct line to a role model/coach and improved networking within the organization.
- **Knowledge Transfer:** Receive practical advice and tribal knowledge.

The Mentor Experience

- **New Perspectives:** Learn from your mentee and gain understanding of other areas of librarianship.
- **Skill Practice:** Practice developmental behaviors (coaching, guiding) outside of direct line responsibilities.
- **Reflection:** Cultivate self-awareness and reflect on your own practices.
- **Legacy:** Personal satisfaction in sharing experience and wisdom.



Driving the Experience

Expectations for the Mentee



Be Proactive: You are the driver. Ask questions and help drive the agenda.



Vulnerability: Push your comfort zone; share your goals, progress, and even failures.



Feedback: Solicit feedback from your mentor and provide feedback to them.



Introspection: Consider your impact on others and build on your strengths.



Guiding the Journey

Expectations for the Mentor



Role: Act as teacher, coach, and role model.



Support: Listen, provide affirmation, and protect when necessary.



Growth: Stimulate growth with challenging goals and nurture creativity.



Vulnerability: Self-disclosure when appropriate (share your mistakes to build trust).



Availability: Provide dependability and professional courtesy.

The 2026 Roadmap



Apply By:
Dec 31, 2025



Launch:
Q1 2026 Cohort



Quarterly
Check-ins
(Committee)



Conclusion:
ULA Conference

Duration

Choose a 6-month OR
12-month mentorship.

Focus

Regular Track or
Administrative/Management Track.

Commitment: At least once a month, approx. 1 hour. Virtual, phone, or in-person.

The First Date

Mentors make the initial contact.



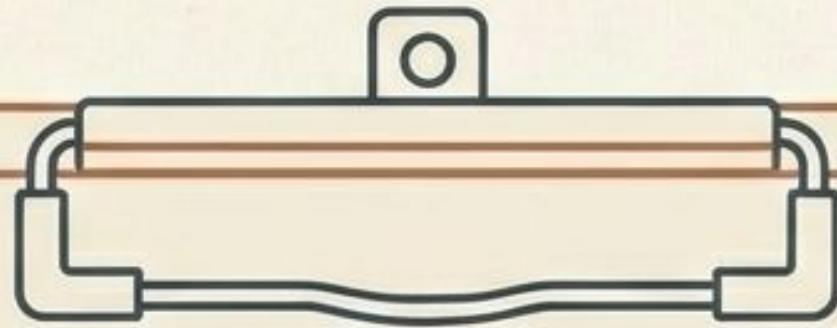
Conversation Checklist

- Expectations:** Honest conversation laying out the partnership scope.
- Logistics:** Frequency, length, and preferred method (email, text, phone).
- Boundaries:** Professional and courteous parameters.
- Success Definition:** Agree on what a successful arrangement looks like.

“Please give the mentor/mentee relationship some time to flesh out, preferably a month.”

The Meeting Agenda

A simple framework to keep you on track.



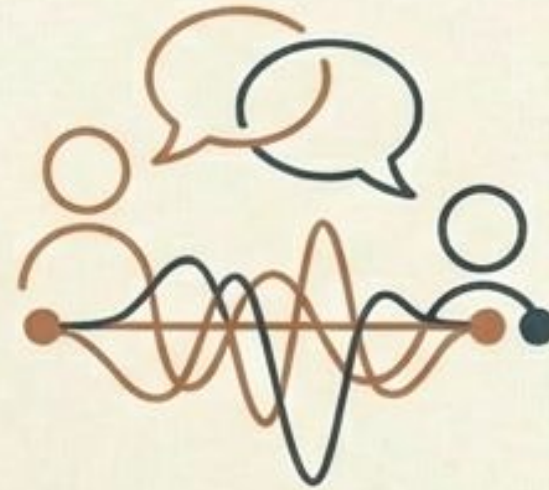
1. **Personal & Professional Goals:** Status check.
2. **Current Challenges:** What is blocking you right now?
3. **Issues to Discuss:** Specific topics or scenarios.
4. **Action Items:** Follow-up tasks for both parties.



Preparation:

Be all in.
Be present.
Prepare for
meetings.

Toolkit: The Reference Interview Approach



Concept: Approach your partner like you would a reference interview—dig deeper.

Active Listening: Listen closely to what is being said.

Open-Ended Questions: What motivates you? What makes you unique? What are your long-term goals?

Sounding Board: Let them bounce ideas off you; provide a safe space to test thoughts.

Goal Setting: Identify gaps/development needs and prioritize work together.



Key Outcome:

A shared roadmap for development and success, based on mutual understanding.

Toolkit: The Power of Vulnerability



“Be open to sharing your own failures and mistakes.”

Trust:



Vulnerability builds trust in the relationship.

Permission:



Mentees feel comfortable sharing mistakes when the Mentor leads the way.

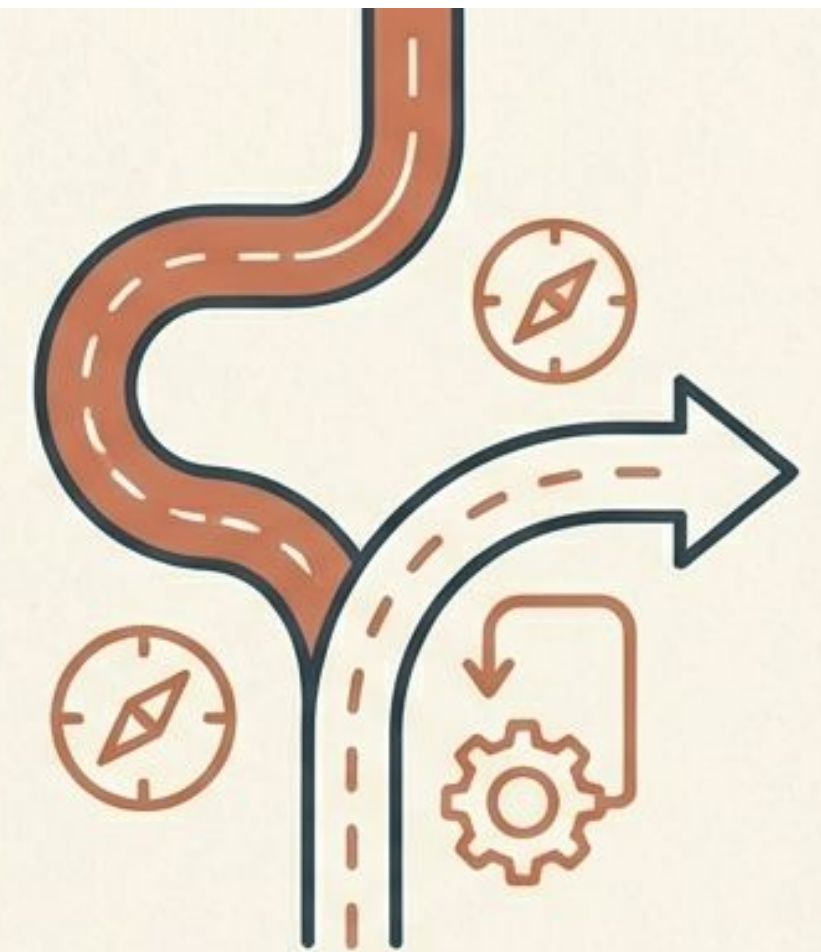
Problem Solving:



Real-world examples of failure are excellent learning tools.

Navigating Challenges

- **The Reality:** Every relationship is unique. A cookie-cutter approach will not work.
- **Customization:** Assess needs, learning styles, and time commitments individually.
- **The Pivot:** If a pairing isn't working, or situations change, it is okay to pause or step away.
- **Professional Courtesy:** If the relationship doesn't work, please end it with professional courtesy. The Committee can attempt to find a new pairing.



Resources & Support



“We are here as your resource, help, and guide.”

Round Table Chairs conduct quarterly check-ins to see how the pair is progressing and serve as a resource for questions or re-matching needs.

General Track: Anika Nacey (anacey@slcolibrary.org)

Management Track: Josh Johnson (jjohnson@daviscountyutah.gov)

Discussion

Floor open for questions, clarifications,
and shared experiences.

Thank you.