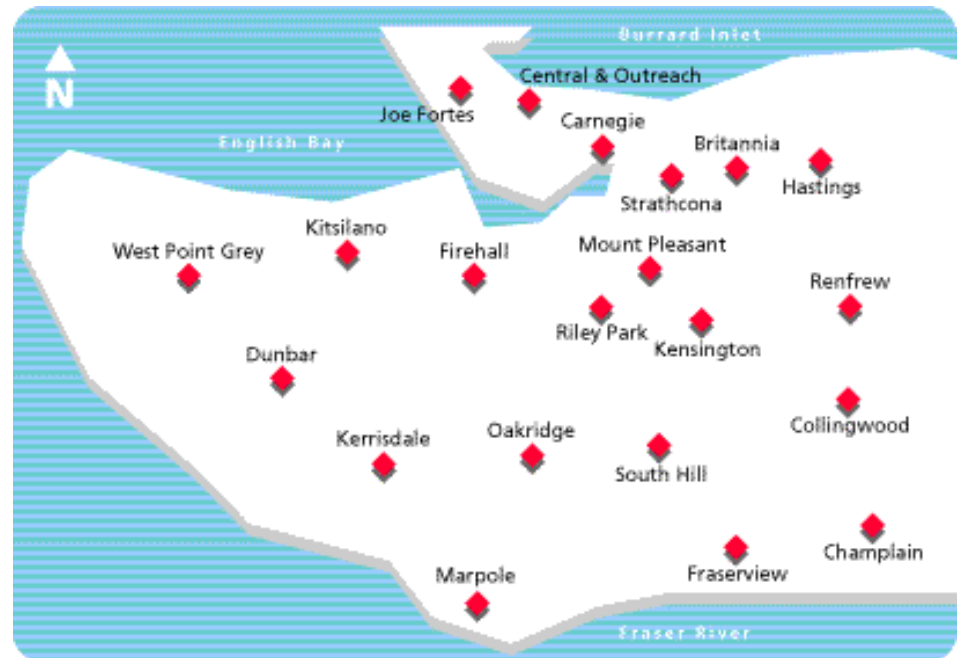


# MENTORING FÖRDERUNG





## Vancouver Public Library



- Central Branch + 21 branches
- Founded in 1886
- Approximately 800 employees, mostly auxiliary
- Union Workplace

# MENTORING FÖRDERUNG



# *Mentor and Telemachus*



# VPL Mentoring Programme

- passing on of knowledge
- Neutral environment
- Self affirming
- Share and Celebrate

# VPL Mentoring Programme

- Full Support of Library Management
- Run by a Steering Committee of 3
- 12 month cycle
- Voluntary

# VPL Mentoring Programme

## **3 Events**

***Beginning***

***Middle***

***End***

# Mentoring – What happens?





# SUCCESSSES

- Participants' Energies
- Two-Way Mentoring
- Mentoring at all levels
- Financial Support

# DIFFICULTIES

- Pairs Split Up
- Misunderstandings
- No Time
- Putting Staff Together in Pairs

# MENTORING FÖRDERUNG





**THANK YOU !!!**  
**Vielen Dank !!!**



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