

# Peer-to-Peer Mentorship Program



**Manitoba  
Library  
Association**

Pilot Program - Information Session  
Wednesday, November 19, 2025

# Why/What: Peer-to-Peer Mentorship Program?

- The Need
  - for connections
  - learning together
  - experience & knowledge sharing
- Pilot Program
  - 6 months (January - June 2026)
- The mentorship
  - Meet (at least) once/month
  - Virtually or in-person
  - How the meetings operate are up to those involved
- The Mentorship uses its [Value Statement & Member Code of Conduct](#) as its guide to remain a safe space



# The Benefits of participating in a mentorship program

## Learning:

- Improved skills
- Increased self- confidence
- Increased motivation
- Increased job satisfaction
- Increased productivity



## Sharing:

- Increased opportunities to share skills and knowledge
- Increased opportunities to develop leadership skills
- Increased job satisfaction
- Increased sense of value in the workplace

# Some Tips!

- Be respectful
- Be patient
- Engage in critical thinking
- Be responsible and accountable
- Prepare specific questions
- Be positive and encouraging
- Offer support and guidance
- Be open minded
- Offer constructive criticism
- Establish clear boundaries
- Be proactive
- Talk about any relevant experiences and problems you have overcome
- Share skills tips
- Attend all meetings. If you are unable to attend, inform the other attendee
- Report any unacceptable behaviour



## Don't:

- Judge
- Be rude
- Be late
- Ignore
- Cross boundaries
- Intimidate
- Give false info
- Act as a counsellor/therapist
- Take responsibility for your peer's problems and feel you must solve them
- Let the mentorship role interfere too much with your own work



# First session: samples of questions

- Introduce yourself
- What do you want to discuss?
  - What areas of library work are you interested in?
  - What areas of library work do you want to learn more about?
- What are your expectations?
- What are you prepared to share?
- How will you commit to this relationship?
- What time is the best for the both of you and how frequently should you meet?
  - How long should our meetings last?
- What time constraints do either of you have to manage?
- Can you meet in-person? Where?
- If the virtual is chosen, what technology is preferred for the sessions?



# Some helpful resources from other programs

Whitmore's TGROW Model: A Guide to Mentoring Conversations:

[https://accessola.com/wp-content/uploads/2023/08/MentorMatch\\_TGROWmodelNEW.pdf](https://accessola.com/wp-content/uploads/2023/08/MentorMatch_TGROWmodelNEW.pdf)

Check in Questions for Mentors and Mentees:

[https://accessola.com/wp-content/uploads/2023/08/MentorMatch\\_Check-InQuestions.pdf](https://accessola.com/wp-content/uploads/2023/08/MentorMatch_Check-InQuestions.pdf)

Mentorship Program Guide:

<https://vimloc.org/mentorship/mentorship-program-guide/>

Mastering Mentorship - Tips for Success:

<https://www.alsc.ala.org/blog/2024/03/mastering-mentorship-tips-for-success/>

# Questions? Comments?



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