

King County Library System Mentoring Program



Developing a Mentoring Program for KCLS

THE PROBLEM

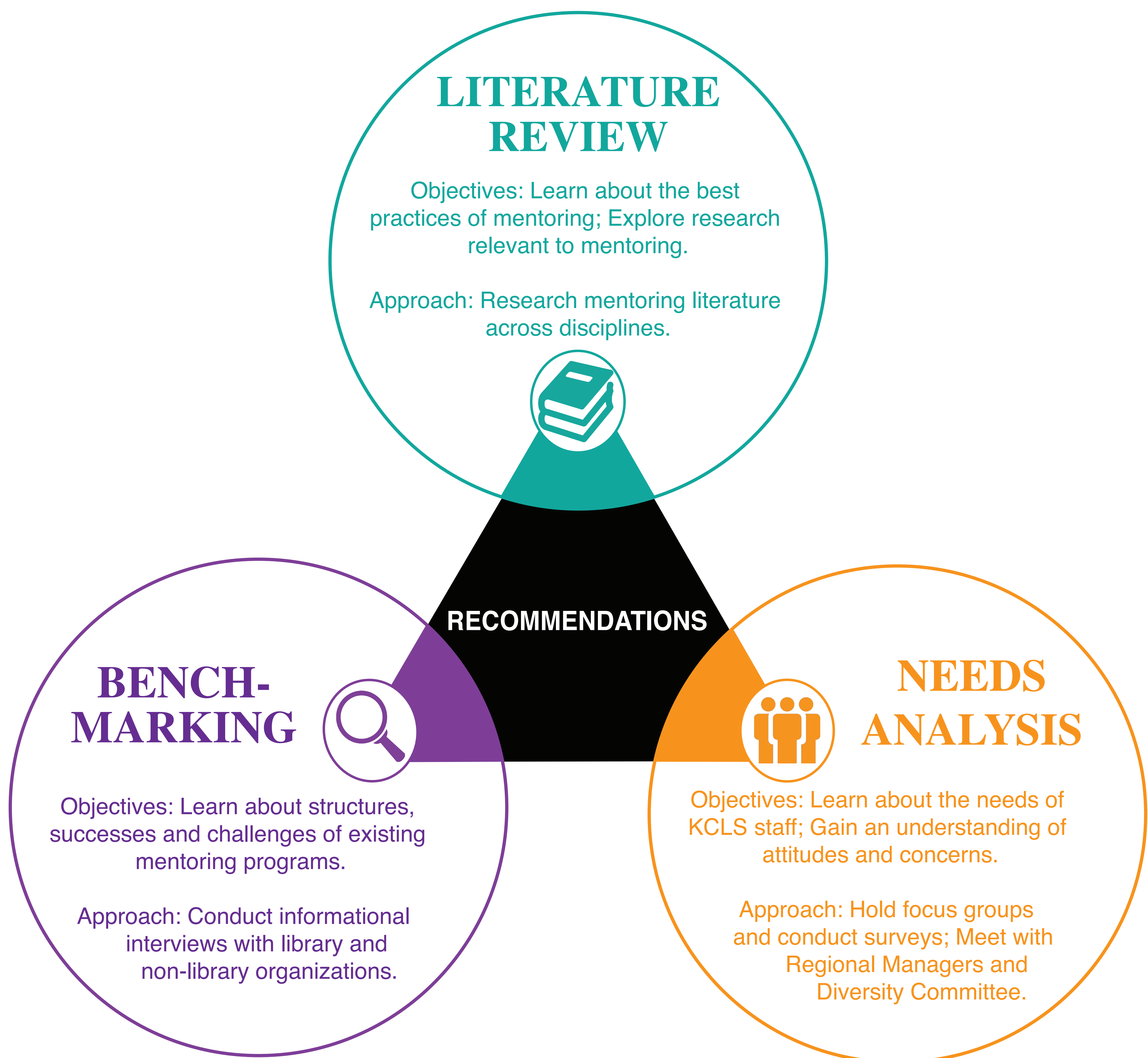
Requests from staff members have spurred an interest in developing a mentoring program for employees at KCLS.

However, the staff development department needed information about staff needs and mentoring best practices in order to develop an effective program.

APPROACH

Our team took a three-prong approach to gathering information:

- (1) Analyze employees' development needs.
- (2) Review mentoring literature.
- (3) Benchmark the practices of other organizations.



IMPACT

Information gathered from the three stages of our project was synthesized and delivered to our sponsors in the Staff Development Department. Our research, combined with a set of recommendations, will enable KCLS to make informed decisions about implementing a successful and effective mentoring program for its staff.