Primed For Change and Ready for Anything: Empowering Staff Through Effective Development

CAROL KOCHAN, UTAH STATE UNIVERSITY
LARS LEON, UNIVERSITY OF KANSAS
Carol Kochan
Head, Resource Sharing
LARS LEON
Resource Sharing Librarian, Head Organizational Development
Library of the Future
Role of the library – Ithaka Survey

• Buyer
• Gateway to Research
• Undergraduate Support
Increasing Demands
“Night View of The Geisel Library, University of California San Diego”, by O. Palsson
Reimaging Academic Libraries (Lewis)

- Everything Online
- Throw away print collection - Now!
Developing Expertise

• Redefine roles & departments in library
• Need for technical & soft skills
• Teams, project based work
Determining Needs
What is your organization’s culture

- Change
- Barriers
- Goals
Identify Training Needs

• Consultants
  – Professional
  – Business Students

• Survey
  – Ask Leadership
  – Survey (basic to complex)
Informal Needs Assessment

• Grapevine
• Stress Levels
• Sticking Points
Skills Needed with Some Development Ideas
“A leader is someone people follow not because they have to but because they want to.”

-Simon Sinek
“I now see how owning our story and loving ourselves through that process is the bravest thing that we will ever do.”

-Brene Brown
Enabling Success
Enabling Success

✓ Wellness

https://www.edgarcayce.org/about-us/virginia-beach-hq/walk-the-labyrinth
Enabling Success
✓ Administrative support
✓ Champions
✓ Models
Enabling Success

✓ Trust (but what is that?)
Enabling Success

✓ Leadership
✓ Coaching
✓ Mentoring

“We don’t have to do all of it alone. We were never meant to.”

-Brene Brown in *Rising Strong*
Enabling Success

✓ Culture – embracing change, fail/learn, positive, Ubuntu

http://www.amyreesanderson.com/blog/ubuntu-i-am-because-we-are/
Enabling Success

✓ Knowledge into practice
  ✓ Opportunities
  ✓ Cohorts
  ✓ Time
✓ Effective training that works for staff
Bibliography


Photo Credits

- Slides 6, 9, 10, 14 – Images and graphics by Mikkel Skinner, Utah State University
- Slide 7
- Slide 8
- Slides 12, 19 - Photos by Jordyn Leon
- Slide 13
- Slides 16, 18, 20, 21, 25, 27, 28, 29 - taken by Lars Leon
- Slide 17 – Photo by Ryleigh Leon
Photo Credits

• Slide 22
  – https://victorcandel.com/2013/02/12/el-efecto-superman-en-los-procesos-de-seleccion/
  – http://www.startrek.com/database_article/troi
• Slide 27
  – Labyrinth from https://www.edgarcayce.org/about-us/virginia-beach-hq/walk-the-labyrinth
• Slide 31
  – http://www.amyreesanderson.com/blog/ubuntu-i-am-because-we-are/
• Slide 32 – owned by Lars Leon