

Leading Change for the Next Generation of Librarians and their Users

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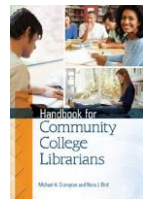
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Values

The way to get to know me is to understand my values:

- Making a difference
- Humility
- Empathic

“A value is a way of being or believing that you hold most important.”

-Brené Brown



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Abstract, what we are talking about?

Technology, public health concerns, wars, economic unrest; all create changes in our society and how libraries keep an informed citizenry.

Now more than ever, libraries must provide and demonstrate the leadership needed for their communities and venues of learning. Service expectations and needs have broadened librarianship and how we are perceived by end users.

This presentation will address the challenges that we as a profession face as we maneuver through mental health issues, financial justifications, career burnout and social anxieties, with an offer of suggestions and perceptions that will fortify leadership ideals and motivational integrity.

What does CHANGE mean?

The Process of Becoming Different

To Transform or Convert

A Transformation or Modification; Alteration



Trends and Changes

Collections versus services

Government driven support

Value perspectives of stakeholders

Information literacy

Technology driven change

General financial support

Library's role in education, informed community resource

Demographics; age, learning methodologies, domestic economics

Politics and it's impact

Recognizing the need and addressing diversity issues

Impact on the Profession

Librarian pain points

Librarians are not OK

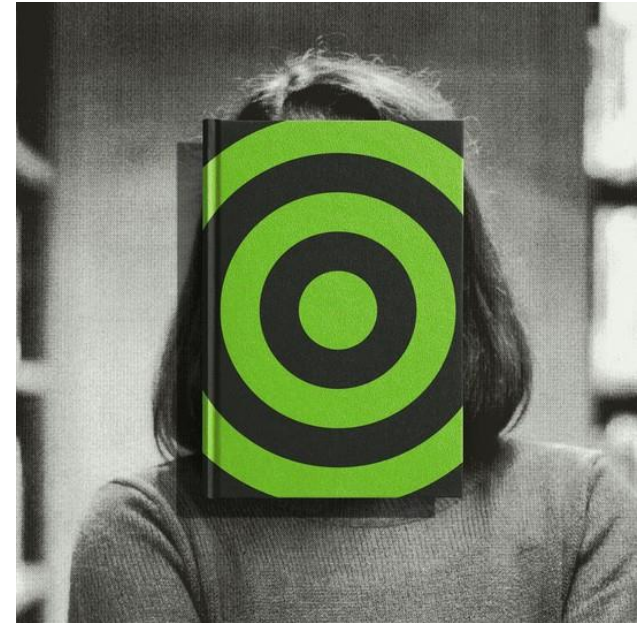
Legacy concepts vs. future needs

User experiences and touchpoints

Tenure, value of experience, financial vulnerability

Vision for use of space

Health and wellness expectations, internal & external



Trends impacting LIS Education

Technology

Data and analytics

Learning

Demographics

Policy

Resources



Academic Library Issues

Alternative higher education choices

Shifting staff

ACRL Information Literacy Framework

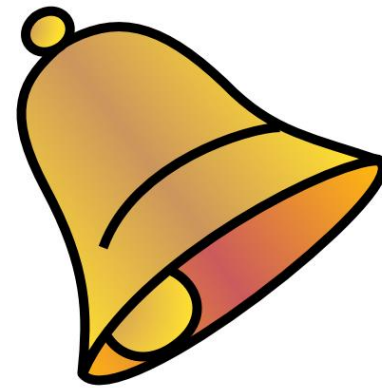
Transition to Openness

Digital education

Ebooks

Student data

Leadership



Public Library Issues

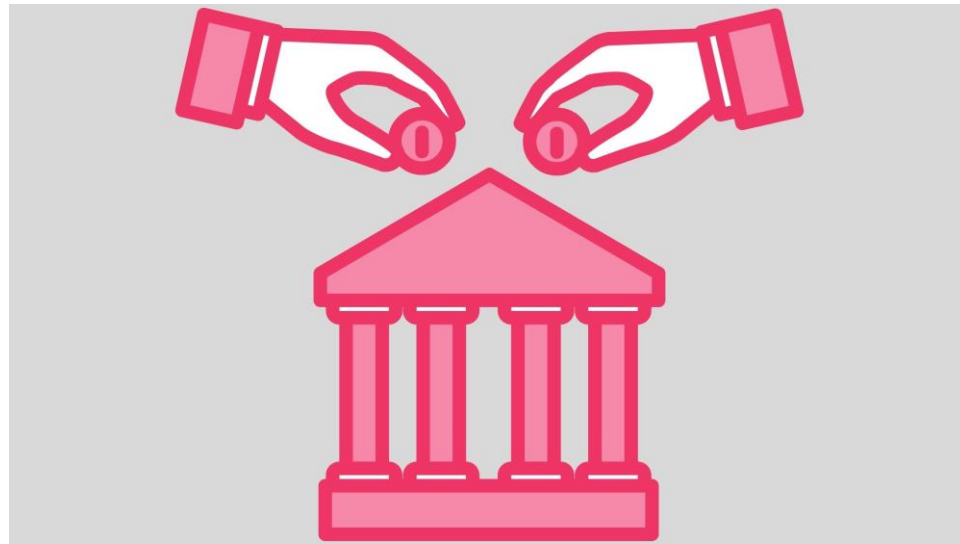
ROI/Community Support

Can a library properly demonstrate return on investment?

Lib-value project

Future of the library task force

- Focus on literacy
- Fundraising
- Volunteers
- Measure impact



“Atlas of New Librarianship” Lankes’ Fundamental Point

**The MISSION of LIBRARIANS
is to IMPROVE SOCIETY
through FACILITATING
KNOWLEDGE CREATION in
their COMMUNITIES**

MISSION STATEMENT

Radical Conversations

Programming that promotes and transforms student learning

Libraries create, are special, not testing centers or supreme authority

Demonstrating conversations with community and value gained

Focus on knowledge

Tell stories of impact with students and community

EXPECT MORE

Demanding Better Libraries for Today's Complex World



R . D a v i d L a n k e s

Changing Roles

Gatekeepers of culture

Facilitating conversations that foster knowledge construction



Seth Godin

Seth's Blog: The Future of the Library

Seth's proposal for economic shortfalls: "train people to take intellectual initiative" to find and connect to information already out there

Pivot Points for Change

Keep the machines in your factory but change what they make

Keep your customers but change what you sell

Keep your staff but change what you do

Keep your mission but change your scale

Keep your technology but use it to do something different

Suggestions

- Be Nimble
- Be adaptable
- Know the values
- Have a plan
- Communicate
- Be visible
- Be transparent
- Be positive



Future Competencies

Project management skills

Facilitate learning and education

Working with variety of technologies

Marketing and advocacy skills

Communication skills

Open to working with diverse populations

Problem solving

Social services training

Fundraising and development skills

Building relationships

Value of assessment

Education positively influences skills

MANAGEMENT SKILLS

Planning

Organizing

Marketing

Financial mgmt.

Legal

Administration

Problem-solving

ENTRE AND MATURITY

Planning and development

Environmental exam

Opportunity ID

Networking

Self-awareness

Accountability

Emotional stability

creativity



What is Entrepreneurship?

Creativity

Innovation

Value creation

Practice-related

Teachable skills?

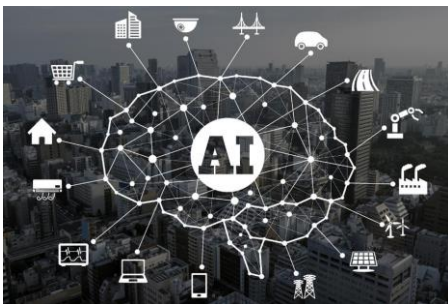
Discovering opportunities

Non-traditional means of employment

Hybrid Concepts

Print vs electronic

- Library 4.0



Workplace Information Literacy

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Workplace Information Literacy: A Neglected Priority for Community College Libraries

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Community and technical colleges have long been sites for educating two groups of students: those going on to baccalaureate education and those seeking degrees in vocational-technical fields. If there are specialized programs of information literacy instruction for these divergent groups, they have not been described in the literature. This article examines prior relevant literature and empirical evidence from focus groups and a survey to provide a brief outline of the vocational/technical information literacy programs in community college libraries and makes recommendations for reassessing the priority assigned to these activities.

Future Considerations

INCREASED POPULATION

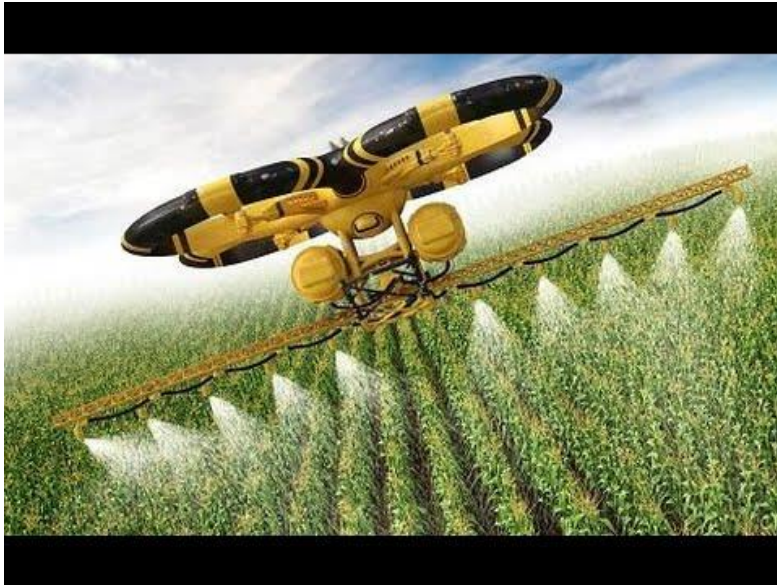


LARGER URBAN AREAS



Future Considerations

ECONOMICS/TECHNOLOGY/FARMING



RETIREMENT/TOURISM



Future Considerations

CHANGING CONSUMER MARKETS



EDUCATION AND HEALTH CARE



Future Considerations

DIVERSITY



LIFE CYCLE LIBRARIANS





Become a Strategic Thinker

Get into the game

Embrace/expect contradictory thoughts and reactions

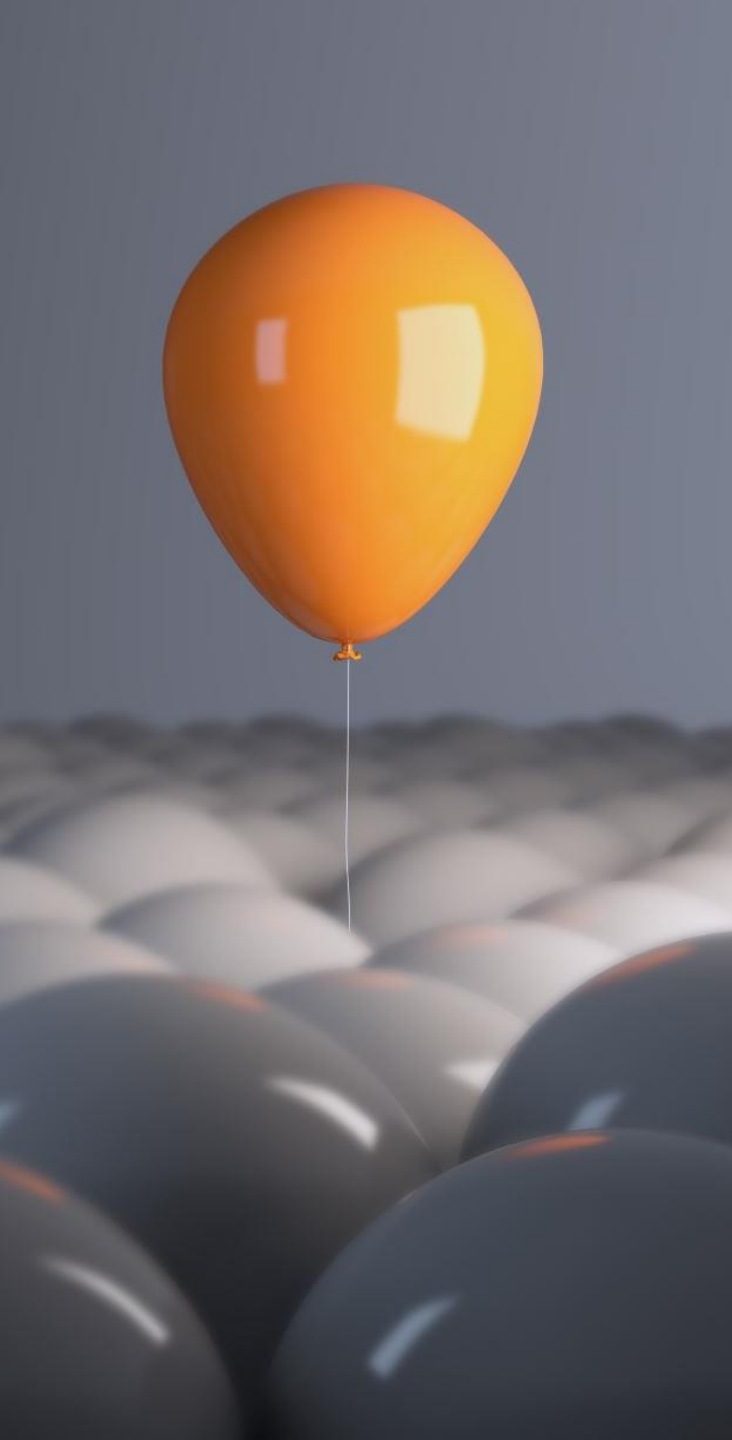
Cultivate calmness of mind

Manage your thoughts

Develop clarity of expression

50 Reasons Not To Change





Baggage

When things change and people don't change with it, they are carrying baggage of non-productive energy

Developing drama around change is a defensive weapon

Focus on the mission



Culture of Accountability

From “Change the Culture, Change the Game”, Connors & Smith

- Leaders must create needed culture
 - Must have a direction/goals
- It’s the culture that produces the results
 - If the culture doesn’t change nothing will
- Accountability is the key
 - At multiple levels

Leadership Trust

Trusted leaders:

Communicate clearly

Inspiring confidence for the future

Lead and support change



AN ACTION PLAN FROM THE WORLD'S
MOST REMOTEST EXPERT ON BUSINESS LEADER

Leading Change



John P. Kotter

HARVARD BUSINESS SCHOOL PRESS

Kotter's 8-Step Change Model

Step 1: Create Urgency. ...

Step 2: Form a Powerful Coalition. ...

Step 3: Create a Vision for Change. ...

Step 4: Communicate the Vision. ...

Step 5: Remove Obstacles. ...

Step 6: Create Short-Term Wins. ...

Step 7: Build on the Change. ...

Step 8: Anchor the Changes in Corporate Culture.



Importance of Advocacy

Resources & References

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