Are you managing or leading your library?

Professor Helen Partridge
University of Southern Queensland
2017

http://www.speaklikeaceo.com/bates-blog/?Tag=Transformational+Change
By 2022 USQ will be an even more vibrant and successful community than it is today – focused on the critical issues that will shape Australia and the world in the 21st century.

USQ Strategic Plan
Levels of Perspective

(Daniel Kim)

Vision
Mental models
Systemic structure
Patterns of behaviour
Events

Leading
Managing
Our Guiding Principles

open
inclusive
transparent
human centred
evidence based
Inspiring
Integrated
authentic
The USQ library could....?
USQ LIBRARY
2022 VISION

CREATE THE LIBRARY YOU WANT!
13 - 17 OCTOBER

Share your thoughts on the question of the day – check the board on campus or go online!

Tell a story: create a fictional narrative describing, or set in, a USQ library of the future (in any medium, 500 words maximum)

Join the discussions online at http://usqlibrary2022vision.wordpress.com or #usql2022

http://usqlibrary2022vision.net.au/wordpress/
Monday's Question
I want the USQ Library to...

[Image of a chalkboard with the text: Facebook OK]

2030 Vision

Win a talk-back!

Predict what the USQ Libraries of 2030 will look like and you could win a talk-back with the latest in verbal technology - "why type when you can talk?" Get your tablet to "write" your next assessment piece.

To help you look forward, let's take a look back at what's changed in the last 8 years...


- Student Access Fee Funding was secured to purchase reading desks for each campus.
- These particular desks, fitted out with chairs and desks, provide all students, regardless of reading spaces, and were immediately shaped around the campus.
- The "Storehouse" was officially opened to the public.
- The museum located in the Toowoomba Campus is block captured by a new campus in time to open, functionally and visually.
- Remember when newspapers were printed and read? The technology seemed like a reasonable amount of portable, yet it turned out to be very limiting. We are now walking around with a reasonable amount of portable technology.
- Create your own ebook, was developed.
- USQ reached a complete agreement with publishers allowing a large number of books to be made available to students online anywhere in the world.
- After the opportunity to purchase electronic chapters and even single pages from a number of titles to create their own ebooks.
- USQ Researchers developed an award winning search engine that returns results from 40 million databases.
- Links to journal articles, online newspapers, articles, text extracts, videos and podcasts are integrated into a single online summary document.

A grant was won by the university's team to design the "Storehouse" in the last 8 years.

After its culmination, the USQ Library redesign competition was launched.

The "the most important thing about the USQ Library is..."

The Intelligent & Helpful Staff

The Resources - Which need upgrading (Especially Jeff)

Quick place to study & work on assignments.

Bigger, bigger digital library presence in library & throughout USA.

- on-demand print
- sharing information

- in-person training
- educators' needs

Other communication

- collaborative space
- colorful learning styles

Supporting learning

- information sharing
- images to reinforce our values

- open learning - in every learning environment
Library staff workshops with Dr Kate Davis

CC licence Nick Price Flickr
External Review
December 2014

Vicki McDonald, State Library of New South Wales
Kim Tairi, Swinburne University
Damain Lodge, Charles Sturt University
JoAnne Sparks, Macquarie University

http://www.ogilvydo.com/events/mwc-15/seeing-into-the-future/
‘Getting Ready for Change’ Program
April – June 2015

Session 1: Understanding the Evidence
This session focussed on critically exploring the reports from all three phases of the Library Vision 2022 initiative.

Session 2: Facing the Future
This session focussed on exploring the unknown, discussing scenarios from worst case to best case, coming to a shared understanding of team and individual concerns and hopes about the future of USQ library.

Session 3: Working with Change
This session focussed on exploring how individuals and groups respond to change, and the factors that assist and inhibit movement through change.

Session 4: USQ Change Process
This session focussed on outlining the USQ change process and how this process will be used to guide the Library Vision 2022 next steps.

Session 5: Starting the Change
This session focussed on outlining the next steps, it provided information on how the transformational change will take place, what activities we will be undertaking and how it will involve all library staff.
Position Audit
July – September 2015

Position Analysis Form

The purpose of this form is to obtain as much information as possible about the duties and responsibilities currently performed by a position.

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<th>Position Title:</th>
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<th>Position No.:</th>
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<th>Supervisor Position Title:</th>
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<th>Current Classification Level:</th>
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<th>Number of positions supervised:</th>
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1. Primary Purpose of the Position

Every position has one or more primary objectives for which it is responsible or accountable. What is the overall purpose and functions of the position.

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Environmental Scan
July – November 2015

• Lets get physical
• Reconnoitering repositories and observing open access
• Challenging liaisons
• Content with collecting?
• Digital experience
• Planning a future
• Research excellence
• Future role of front line services
• Supporting learning and teaching
2022 Vision Google Plus Community

2022 Vision

Notifications on

Private 47 members

Search community

All posts

Community admin 5

Our great ideas 8

Share what's new...

Text Photos Link Video Event Poll

Caralyn De Candia MODERATOR
Cool things we've seen elsewhere - Yesterday 9:14 PM

I love this idea...

Kid President: Ideas Change Things! #Book...

About this community

Share this community

This is USQ Library's online community space.

Its purpose is to:
- address communication issues
- build a strong sense of team
- work collaboratively
- gain each other's trust
- develop self leadership
- build awareness of each other's work.

The following values guide our discussion:
shared direction, openness, authenticity, community, service, responsibility

Everyone has a voice and everyone has a right to share their opinions. Challenge each other, but remember differences of opinion are healthy and we don't all have to agree.

Most importantly, please respect each other's confidence. Ask before you share beyond the...
All library staff strategic planning day
25 November 2015

Recommendation 1. Content Policy

Development and implementation of a Content Policy to replace the Collection Development Policy

- State Library of Queensland’s Content Strategy - “a vision for both collecting and connecting to a wide range of content…” (State library of Queensland 2010)

- British Library’s Content Strategy focusses on “a shift from Stored Knowledge to Smart Knowledge, with contribution in the content development, rather than a focus…” (British Library 2013)
The Official USQ HR Review and Realignment Process

Initial Proposal and Consultation Document (Straw) released 26 November 2015
• Feedback due 24 December 2015

Revised Proposal and Consultation Document (Bronze) released 24 February 2016
• Feedback due 25 March 2016

Final Implementation Plan (Iron) released 13 July 2016
• New structure 4 October 2016
But wait there is more!

- In House Open House (October 2016)
- Professional Learning Audit with Dr Gillian Hallam (November – December 2016)
- Leadership and Strategic Planning Workshop with Dr Neil Carrington (December 2016)
- Supervisor Essentials Program (January – March 2016)
- Executive Coaching (February – May 2016)
- Service Model Development with Christian Duell (February to June 2016)
- Engagement Fellow in Residence – Dr Matt Finch (May to October 2016)
Thank you to all the USQ Library Staff
thank you.
Questions?
Discussion?