



THE UNIVERSITY
of ADELAIDE

University Library

BINGO

GAMIFICATION OF PERSONAL & PROFESSIONAL DEVELOPMENT

adelaide.edu.au/learning

Strategic Priority

Staff who are highly skilled, motivated, and innovative

Adopting a whole library approach

Fostering a one library culture

The rules



Co-creation

Learning outcomes and priorities were developed in a workshop with staff



Choose your own adventure

Staff select optional activities to suit their individual needs



One in, all in

Applicable to all levels and roles, professional and non-professional



Mandatory & optional activities

Staff complete seven compulsory activities and two (minimum) that suit their PPD needs

The questions



Workshop

Q1. Describe your most useful Personal and Professional Development experience?
What made it so useful?



Technical vs Personal Skills

Q2. What new or enhanced skills or capabilities would be most useful to you in your current role or for your wider team?

The bingo card

Recordkeeping course	Leadership opportunity	15% improvement on task	PDR process
Internal hosted visit or shadowing	Staff Development & Planning Day	Customer service training	<i>Did You Know</i> sessions
Personal learning goal	Evidence based decision making workshop	Cultural values workshop	Winter wellness
New digital tool	Participate in divisional events	Agile workshop	Copyright awareness



The wins



Peer support

Program transparency allows staff to support each other and encourages a sense of competition



Heightened engagement

Heightened levels of staff awareness, engagement and ownership of PPD



Not just the usual suspects

Greater diversity of participation in delivering and attending sessions



Winner?

Not yet! Activities spaced out throughout the year



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Gamification of Personal and Professional Development (PPD)

University Library's strategic priority:

Staff who are highly skilled, motivated, and innovative

"Adopting a whole library approach and fostering a one library culture"



Co-creation

Learning outcomes and priorities were developed in a workshop with staff

START

PPD "Bingo"

Mandatory

Optional
(minimum of two)

*Planning,
Development &
Review (PDR)

Complete online Recordkeeping awareness course and implement two digital strategies to improve compliance

Exercise a new leadership opportunity (large or small; formal or informal; at work or outside of work)

Brainstorm with your team to identify 15% improvements to a problem, test the best suggestions, and discuss your results

Actively participate in the PDR* process to understand your position description and role capabilities

Participate in an internal hosted visit or shadowing session (as host or attendee)

Participate in the annual Staff Planning & Development Day

Complete the Ask Library customer service training or Liaison Librarian upskilling program

Attend or contribute to lunchtime "Did you know?" sessions

Identify a personal learning goal, develop a self-directed plan to achieve it and document your progress

Attend the library's evidence-based decision making workshop

Participate in the library's cultural values workshops

Regularly attend the library's wellbeing program events

Identify a new digital tool or approach to use at work or home - try it out and develop proficiency

Participate in two wider divisional or University events - one strategic and one networking focused

Attend the library's Agile training workshop

Complete library copyright awareness activities for staff



Peer support

Program transparency allows staff to support each other & encourages a sense of competition

Not just the usual suspects

Greater diversity of participation in delivering and attending sessions

What's different

Heightened levels of staff awareness, engagement, and ownership of PPD

END?



Choose your own adventure

Staff select optional activities to suit their individual needs



One in, all in

Applicable to all levels and roles - professional and non-professional

Final question for the jackpot is ...



True or False?

16 squares in a grid pattern can transform how staff perceive and engage with Personal and Professional Development.

TRUE!

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