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

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

Choose your own adventure
Staff select optional activities to suit their individual needs

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 University of Adelaide Slide 5

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

Mandatory
Optional
The wins

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

Not just the usual suspects
Greater diversity of participation in delivering and attending sessions

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

Winner?
Not yet! Activities spaced out throughout the year
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

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

START

PPD "Bingo"

Mandatory
Optional (minimum of two)

*Planning, Development & Review (PDR)

Co-creation

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

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

Choose your own adventure
Staff select optional activities to suit their individual needs

Mandatory

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

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

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

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 evidence-based decision making workshop

Participate in the library’s cultural values workshops

Attending or contribute to lunchtime “Did you know?” sessions

Complete library copyright awareness activities for staff

Attend the Library’s Agile training workshop

Regularly attend the library’s wellbeing program events

END?
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!
Contact details

**Kylie Percival**  
Associate University Librarian, Academic Engagement  
kylie.percival@adelaide.edu.au / 0420 959 261

**Jaime Royals**  
Manager, Learning Engagement & HASS  
jaime.royals@adelaide.edu.au / 08 8313 0862