

Are you managing or leading your library?

Professor Helen Partridge
University of Southern Queensland
2017

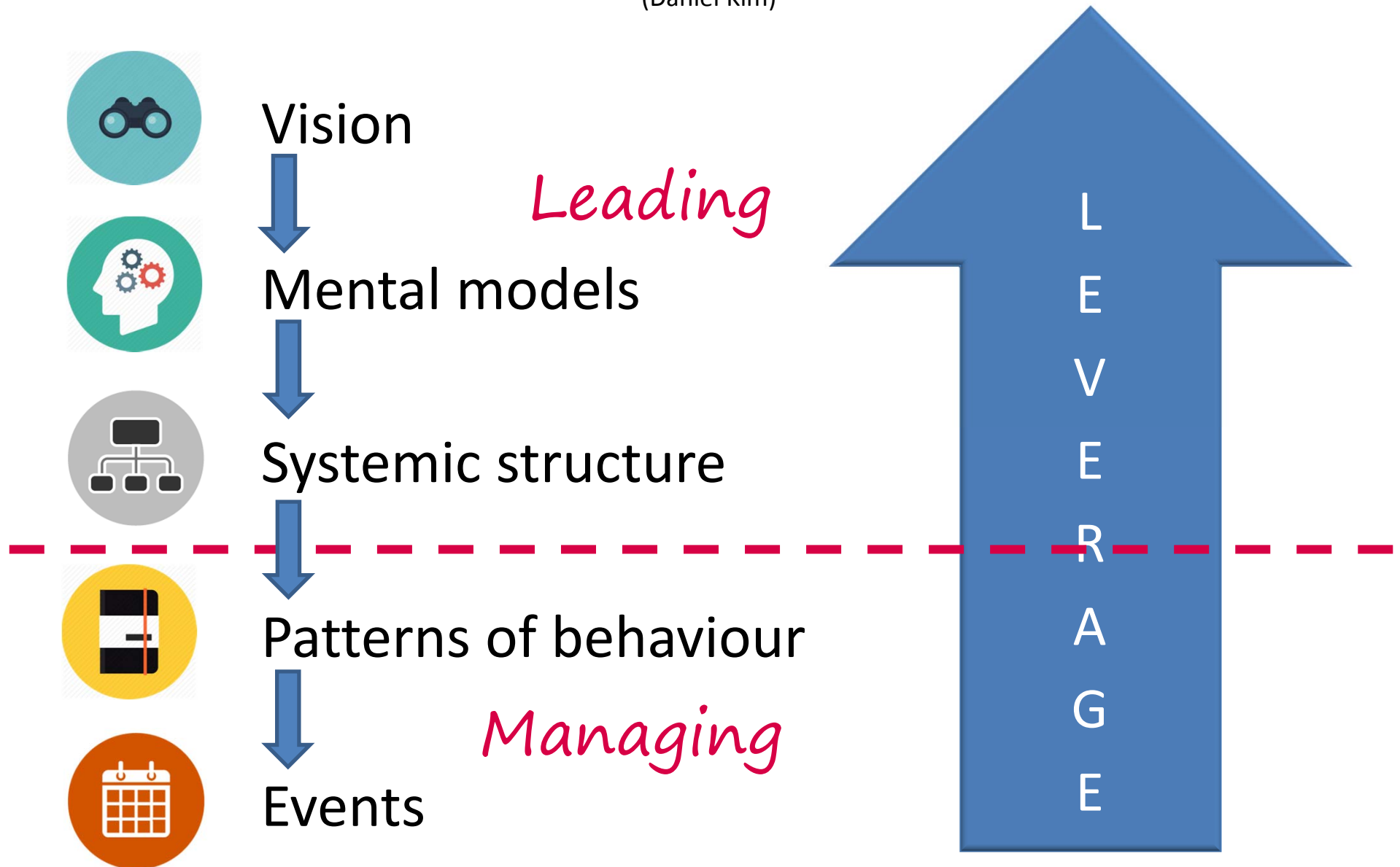


By 2022 USQ will be an even more vibrant and successful community than it is today – focused on the critical issues that will shape Australia and the world in the 21st century.

USQ Strategic Plan

Levels of Perspective

(Daniel Kim)



Our Guiding Principles

open

inclusive

transparent


human centred

evidence based

Inspiring

Integrated

authentic

The background of the slide is a photograph of a clear blue sky with scattered, wispy white clouds. The text is centered in the upper half of the image.

The USQ library
could....?

A vibrant, multi-colored poster with a background of purple, blue, green, and yellow. It features two overlapping speech bubble shapes at the top: a purple one on the left and a blue one on the right. The text 'USQ LIBRARY' is in the purple bubble and '2022 VISION' is in the blue bubble. Below these, the text 'CREATE THE LIBRARY YOU WANT!' is written in large, bold, white letters. Underneath that, the dates '13 - 17 OCTOBER' are displayed. The main body of the poster contains two paragraphs of text: 'Share your thoughts on the question of the day - check the board on campus or go online!' and 'Tell a story: create a fictional narrative describing, or set in, a USQ library of the future (in any medium, 500 words maximum)'. To the right of the second paragraph, it says 'Join the discussions online at' followed by a URL. In the bottom right corner, there is a logo for the University of Southern Queensland, which includes a stylized bird or flame icon and the text 'UNIVERSITY OF SOUTHERN QUEENSLAND'. Dashed lines with arrows and small circles are scattered throughout the background, adding a dynamic feel to the design.

USQ LIBRARY

2022 VISION

CREATE THE LIBRARY YOU WANT!

13 - 17 OCTOBER

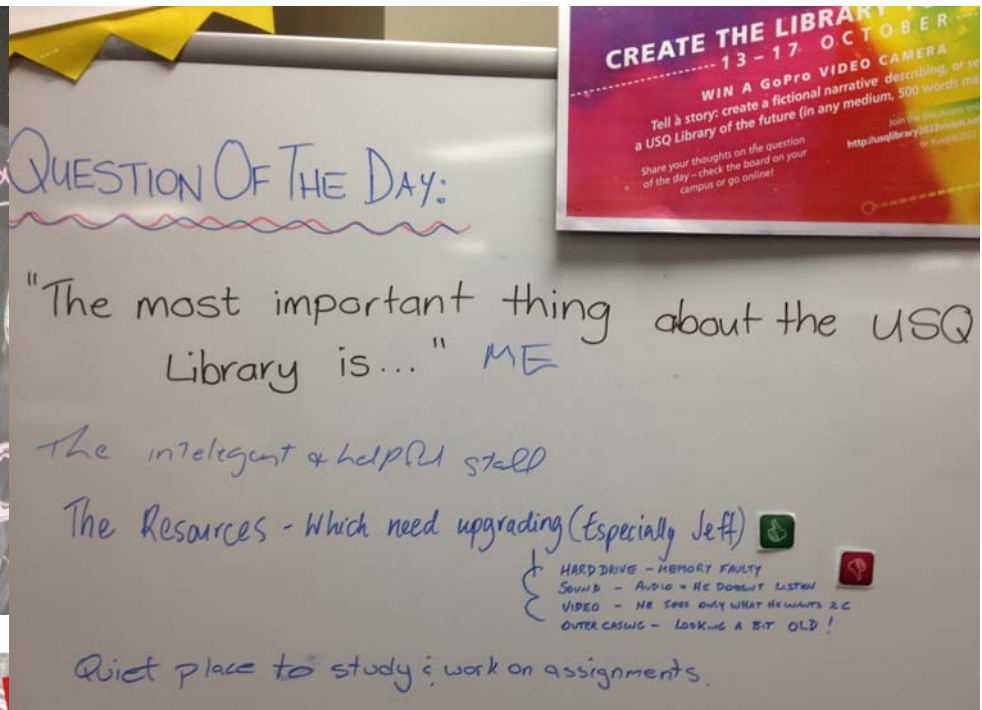
Share your thoughts on the question
of the day – check the board on campus or go online!

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 #usqlib2022

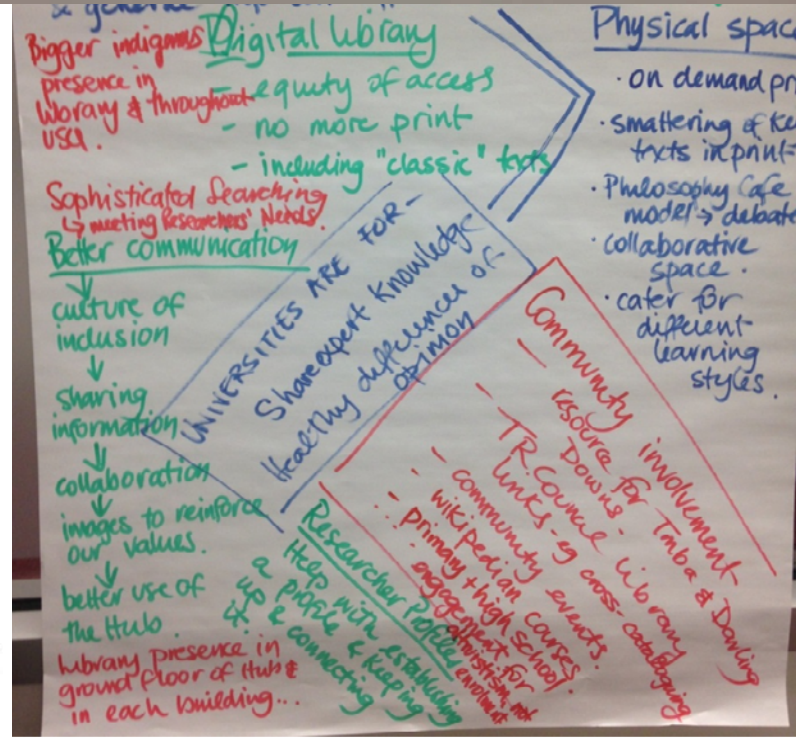
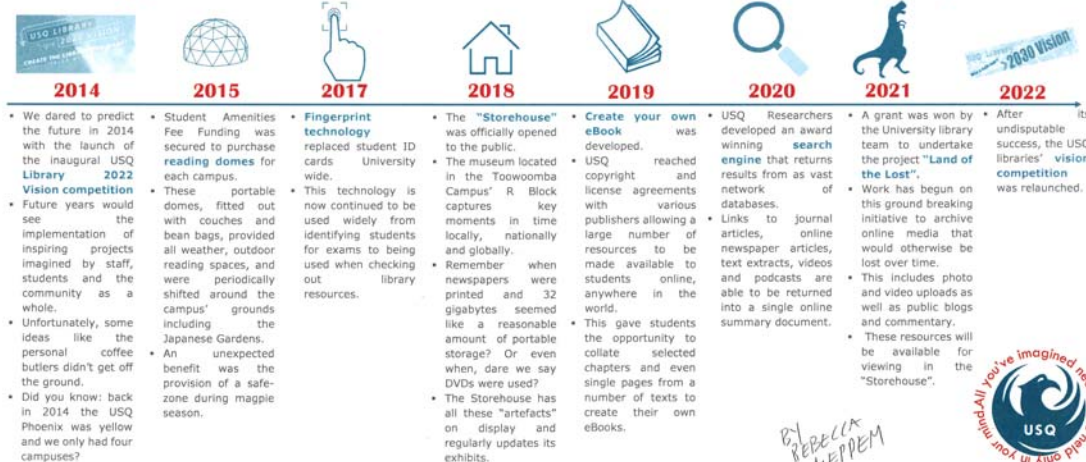


<http://usqlibrary2022vision.net.au/wordpress/>



Predict what the USQ libraries of 2030 will look like and you could win a talk-tab® - 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...





Library staff workshops with Dr Kate Davis

CC licence Nick Price Flickr

External Review

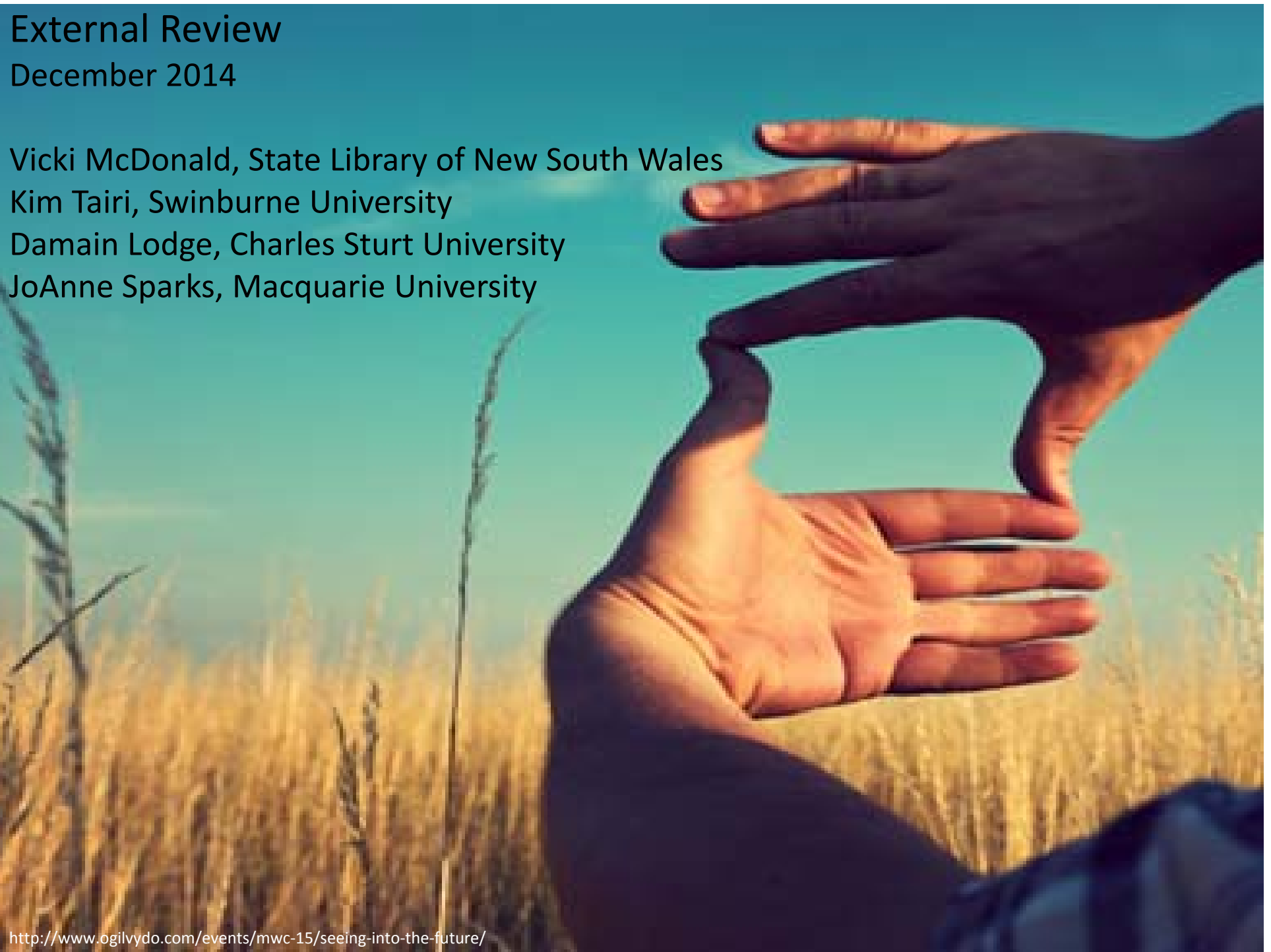
December 2014

Vicki McDonald, State Library of New South Wales

Kim Tairi, Swinburne University

Damain Lodge, Charles Sturt University

JoAnne Sparks, Macquarie University



‘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



University of Southern Queensland

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.

Position Title:	<input type="text"/>
Position No.:	<input type="text"/>
Supervisor Position Title:	<input type="text"/>
Current Classification Level:	<input type="text"/>
Number of positions supervised:	<input type="text"/>



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.

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


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...



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

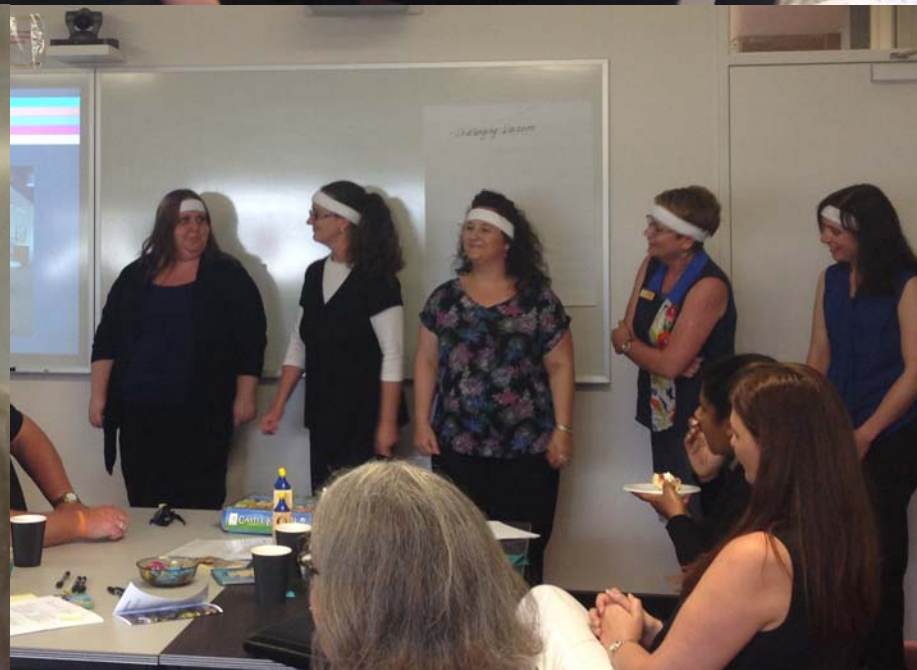
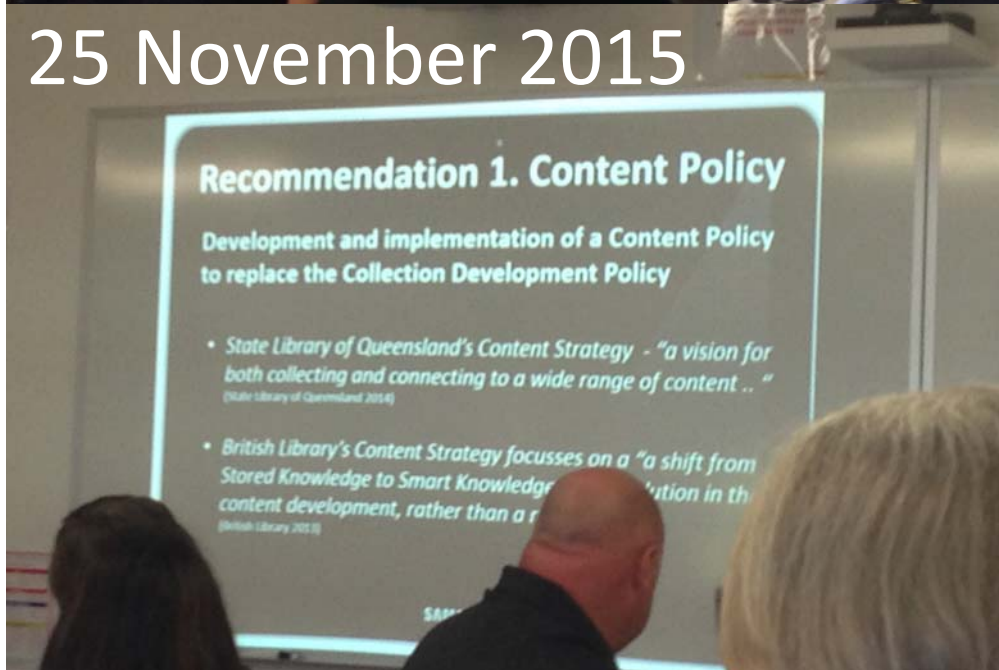
Everyone has a voice and everyone has a right to share their opinions. Challenge each other, but remember differences of opinion are healthy and we don't all have to agree.

Most importantly, please respect each other's confidence. Ask before you share beyond the

[Read more](#)



All library staff strategic planning day 25 November 2015



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?