



The Year Ahead with Infopeople: Learning You **Want** and **Need**

Learning
Just Ahead

Infopeople

The Year Ahead with Infopeople: Learning You **Want** and **Need**

In today's session, we'll cover:

- ❖ How we decide what training to offer
- ❖ Helping you decide what training to take
- ❖ Building an effective learning culture in your library

Learning
Just Ahead

The Year Ahead with Infopeople: Learning You **Want** and **Need**



Our **Needs Assessment** includes

- Surveys
- Focus groups
- Course evaluations
- Training suggestion form

Infopeople

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A. Webinars



One-hour

Free

Recording is
available after
the “live”
session.

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session.

**Have you attended other
Infopeople webinars?
If so, what was your favorite?**

Please share in the chat.

A. Webinars

Infopeople 

B. Online Course

One-hour

Free

Recording is available after the “live” session.

2-weeks

4-weeks

6-weeks

May include readings, videos, online meetings, practical assignments with feedback from the instructor, and more.

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A. Webinars



B. Online Course

= AMAZING instructors!



Infopeople Instructor
Laura Solomon

Effective Social Media Strategies for Your Library

Infopeople



Infopeople Instructor
Laura Solomon

“What’s your #1 priority when teaching **technology** topics to library staff?”



Infopeople Instructor
Penny Peck

Children's Services Fundamentals

Infopeo




Infopeople Instructor
Penny Peck

“What's your #1 priority when developing and delivering professional development for library staff who work with **children?**”



Infopeople Instructor
Julie Ann Winkelstein

Library Services for Patrons Experiencing Homelessness

Infopeople



Infopeople Instructor
Julie Ann Winkelstein

“How do you effectively develop and deliver professional development related to important **social issues**, such as homelessness?”



Infopeople Instructor

Cathy Hakala-Ausperk

- **Library Budgeting for Right-Brained Thinkers**
- **Strategic Planning that Doesn't Hurt a Bit**
- **Developing Effective Library Partnerships**



Infopeople Instructor
Cathy Hakala-Ausperk

“How do your **30 years of library experience** inform your approach to developing and delivering professional development?”

A. Webinars



B. Online Course

= AMAZING instructors

A. Webinars

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B. Online Course

= AMAZING instructors

Meaningful Learning

Making the Most of Online Learning:

- 1.
- 2.
- 3.
- 4.

Making the Most of Online Learning:

1. Set aside **time** each week.

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2. Make a learning **plan**.

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3. Make learning **cooperative**.

Making the Most of Online Learning:

1. Set aside **time** each week.
2. Make a learning **plan**.
3. Make learning **cooperative**.
4. **Share** what you learn.

Building an Effective Learning Culture



ew online learning initiative from
people:

Team focused

Mentoring component

New delivery methods

Bite-sized learning

January-June
2017



Crystal Schimpf

Infopeop

Building an Effective Learning Culture



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Infopeop

Building an Effective Learning Culture



What is a **Learning Culture**?

- Less emphasis on formal training
- More opportunities for informal training
- Learning is integrated into strategic planning
- Organization supports learning & growth

Building an Effective Learning Culture



Why build a Learning Culture?

Greater retention of new skills & knowledge

Staff actively seek learning opportunities

Staff apply new skills & knowledge on the job

Building an Effective Learning Culture



Why build a learning culture?

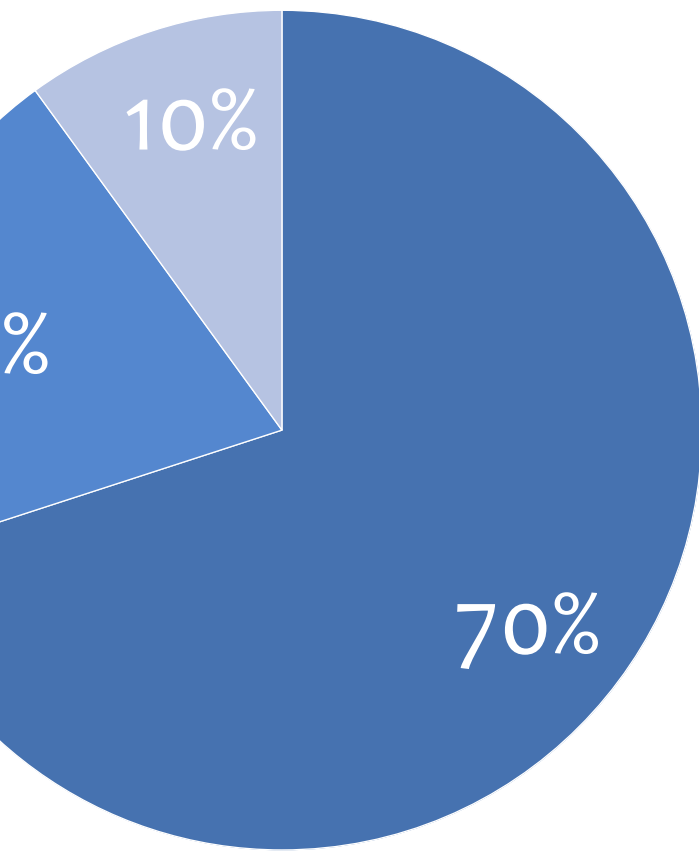
Greater retention of new skills & knowledge

Staff actively seek learning opportunities

Staff apply new skills & knowledge on the job

Increase organizational performance

Building an Effective Learning Culture



The **70/20/10** Rule

Learning Source:

- On the Job
- Interactions with Others
- Formal Learning

Building an Effective Learning Culture



Who should register?

Participants will register as a team

Teams will be of 3 to 5 people

Mix of administrators, managers, front line staff

Teams should be from the same library, branch, or department

Team makeup will be determined by the library

Building an Effective Learning Culture



What to Expect?

Learning Initiative will follow 70/20/10 rule

Content delivery will be non-traditional: videos, podcasts, interactive

Each team will be paired with a mentor

Assignments will be both individual- and team-driven

Assignments will focus on practical application

Online program format will be mostly asynchronous

Building an Effective Learning Culture



What Topics will be covered?

How to...

Assess organizational learning culture and identify gaps.

Create a plan for support and buy-in of organizational learning.

Overcome barriers such as time and motivation.

Build the capacity for rapid, continuous learning.

Share learning and knowledge in a meaningful way to others.

Contribute to a safe environment for risk taking.

Building an Effective Learning Culture



What is the **Time Frame**?

October 18:	Preview Webinar
November:	Registration Opens
January:	Learning Initiative Begins
February-May:	Learning Initiative Work & Mentoring
June:	Final Assignment & Program Evaluation

Building an Effective Learning Culture



Interested?

Sign-up to receive updates via email:

<https://www.infopeople.org/belcupdat>



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Thank you for joining us today.
We're looking forward to the year ahead



- ❖ How we decide what training to offer
- ❖ Helping you decide what training to take
- ❖ Building an effective learning culture in your library

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Action Item

In the chat, please share
something you plan to





Welcome to today's Infopeople Webinar!

Infopeople is dedicated to bringing you the best in practical library training and improving information access for the public by improving the skills of library workers. Infopeople, a grant project of the Califa Group, is supported in part by the Institute of Museum and Library Services under the provisions of the Library Services and Technology Act administered in California by the State Librarian. This material is covered by [Creative Commons 4.0](#) Non-commercial Share Alike license. Any use of this material should credit the funding source.