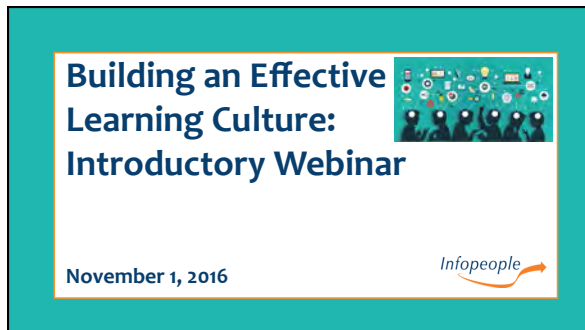



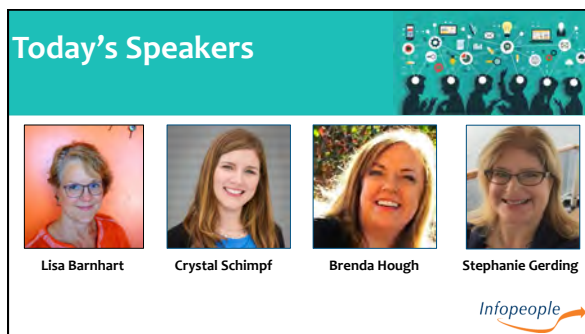
Building an Effective Learning Culture: Introductory Webinar




**Building an Effective Learning Culture:
Introductory Webinar**

November 1, 2016




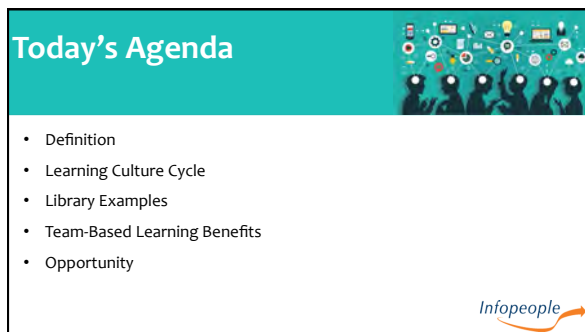


Today's Speakers



Lisa Barnhart Crystal Schimpf Brenda Hough Stephanie Gerding





Today's Agenda

- Definition
- Learning Culture Cycle
- Library Examples
- Team-Based Learning Benefits
- Opportunity



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Building an Effective Learning Culture: Introductory Webinar

Building an Effective Learning Culture

A new online learning program from Infopeople:

- Team focused
- Mentoring component
- New delivery methods
- Bite-sized learning

January-June 2017



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



Why build a Learning Culture?

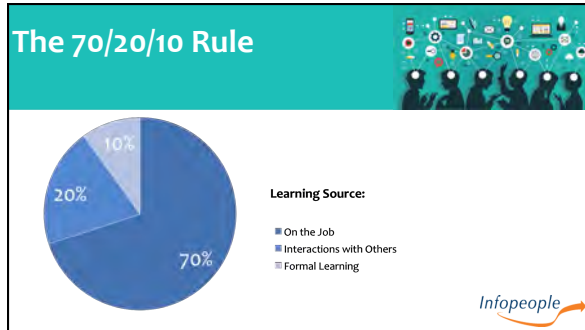
- Greater retention of new skills & knowledge
- Staff actively seek learning opportunities
- Staff apply new skills & knowledge on the job

Increase organizational performance



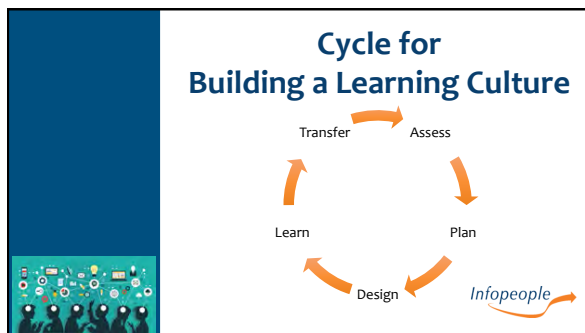
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Why are you interested in
"Building an Effective Learning Culture"
at your library?

Please share in chat

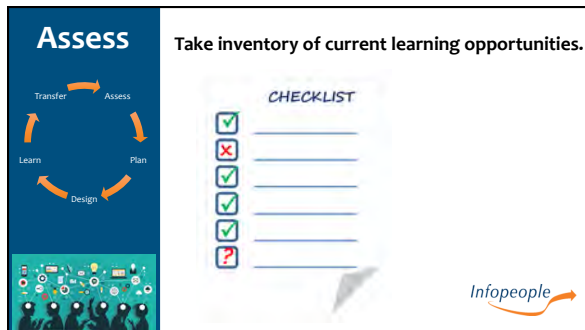


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Assess

Take inventory of current learning opportunities.



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Assess

Identify gaps in learning culture.



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Assess

Set goals for building a learning culture.

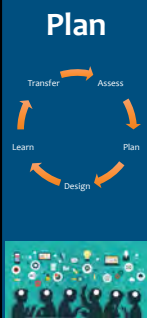


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Plan

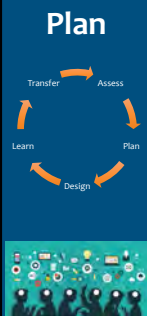


Examine current plans.

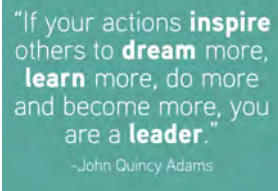


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Plan



Model learning behaviors.



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Plan



Provide support.

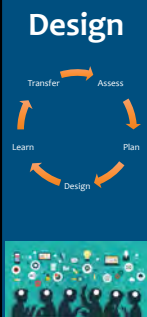


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Design



Develop learning resources and activities that create opportunities for:

- individual learning
- peer sharing and collaboration
- reflection on daily work/life experiences

We do not learn from experience... we learn from reflecting on experience.
- John Dewey



Design



Create a safe environment for **risk taking** and **experimentation** while learning.



Design



Communicate learning options.




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Top 6 Ways We are Succeeding

1. Training funds are in budget



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2. Staff have time for learning



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1. Training funds are in budget
2. Staff have time for learning
3. Library has an organized staff development program



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Top 6 Ways We are Succeeding



1. Training funds are in budget
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3. Library has an organized staff development program
4. There is buy-in from leadership regarding the importance of a learning culture

Top 6 Ways We are Succeeding



1. Training funds are in budget
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5. There is buy-in from staff regarding the importance of a learning culture

Top 6 Ways We are Succeeding



1. Training funds are in budget
2. Staff have time for learning
3. Library has an organized staff development program
4. There is buy-in from leadership regarding the importance of a learning culture
5. There is buy-in from staff regarding the importance of a learning culture
6. Library has implemented successful methods for building a learning culture

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Top 6 Ways We are Succeeding

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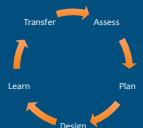
How is your library succeeding?
Please share in chat.

Learn Learn constantly.



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Learn Learn collaboratively.

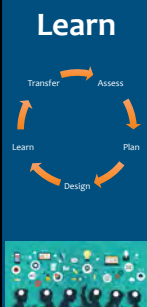


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Learn

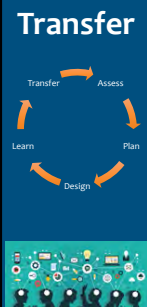


Embrace innovation.




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Transfer

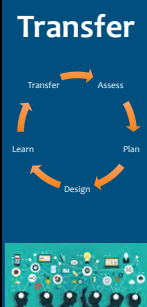


Encourage application.




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Transfer



Start a conversation.



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Transfer

Give recognition.

Transfer Assess
Learn Plan
Design

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3 Ways to Support Knowledge Transfer

1. Encourage application
2. Start a conversation
3. Give recognition

How could you support knowledge transfer at your library?
Please share in chat.

5 Phases of Building a Learning Culture

1. Assess
2. Plan
3. Design
4. Learn
5. Transfer

Download the PDF Handout


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Rachel Rubin
Bexley Public Library

From Nothing to Something
Developing a Culture of Learning at
Bexley Public Library





We're not there yet.
(Where is **there**, anyway?)




In the Beginning

- No budget
- No culture of learning
- No support from administration for staff development


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Getting Started

- Make a commitment
 - Financial (who do you have to convince?)
 - Time
- A culture of learning starts at home
 - Department meetings, Supervisor/Manager meetings, all-staff meetings
 - Open communication, breaking down silos



A Little Bit Louder Now

- Creating opportunities for learning & teaching internally
 - Database quizzes
 - In-house training – who are the “experts”?
- Getting out of the building
 - Webinars
 - Meetings
 - Conferences
- Culture is about people
 - Hire smart




A Work in Progress

- Formalize expectations
 - How many development opportunities are staff expected to participate in? Each quarter? Each year?
 - Can it be fun?
 - Formalizing documentation
- How can new learning be shared?
 - Presentations? Intranet?
- Dedicated off-desk time
- Development of consistent, effective onboarding orientation & training processes


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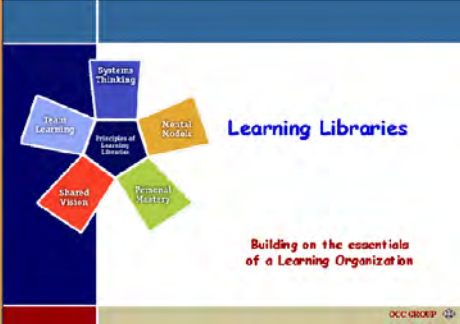
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Maurice Coleman
Harford County Public Library
Learning Libraries –
A Systems Approach for Change





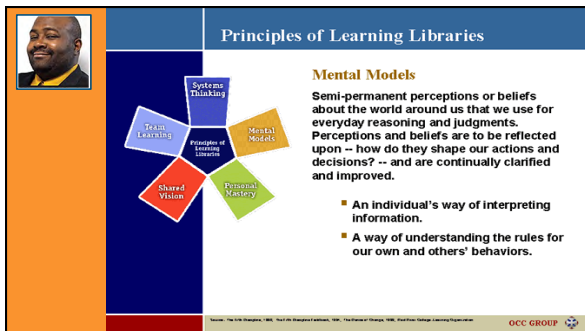
Learning Libraries

Building on the essentials
of a Learning Organization

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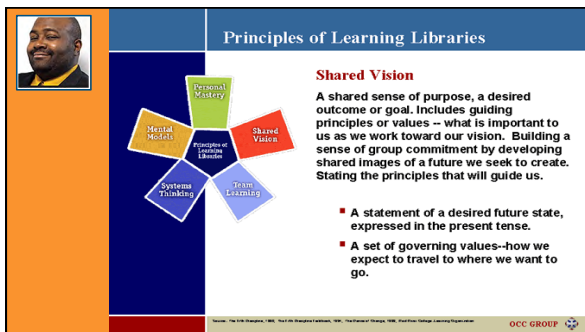
Principles of Learning Libraries

Mental Models

Semi-permanent perceptions or beliefs about the world around us that we use for everyday reasoning and judgments. Perceptions and beliefs are to be reflected upon – how do they shape our actions and decisions? – and are continually clarified and improved.

- An individual's way of interpreting information.
- A way of understanding the rules for our own and others' behaviors.

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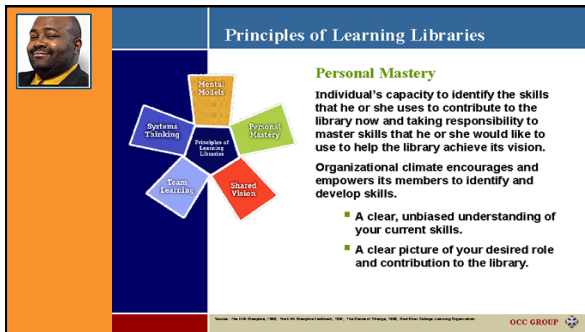
Principles of Learning Libraries

Shared Vision

A shared sense of purpose, a desired outcome or goal. Includes guiding principles or values – what is important to us as we work toward our vision. Building a sense of group commitment by developing shared images of a future we seek to create. Stating the principles that will guide us.

- A statement of a desired future state, expressed in the present tense.
- A set of governing values-how we expect to travel to where we want to go.

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Principles of Learning Libraries

Personal Mastery

Individual's capacity to identify the skills that he or she uses to contribute to the library now and taking responsibility to master skills that he or she would like to use to help the library achieve its vision. Organizational climate encourages and empowers its members to identify and develop skills.

- A clear, unbiased understanding of your current skills.
- A clear picture of your desired role and contribution to the library.

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Principles of Learning Libraries

Team Learning

A group of people who need each other to succeed; are committed to a common purpose, goals and approach; and who hold themselves mutually accountable. Applying conversational and collective thinking skills to develop intelligence and ability greater than the sum of its individual members' talents.

- Characterized by a high level of trust, generative dialogue and collective inquiry.
- Constant self-examination of its process to constantly improve itself as a team.

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Principles of Learning Libraries

Systems Thinking

Libraries are a system consisting of many moving parts. Change in any one part affects all the other parts. Each person understands that his or her actions and decisions have an effect on the entire library system.

- Understanding how the parts fit together. Seeing the patterns and relationships among the parts help us understand the whole library system.
- We sometimes get intended consequences. We always get unintended consequences.

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Building an Effective Learning Culture

What Topics will be covered?

How to...

- Assess organizational learning culture
- Create a plan for organizational learning.
- Design programs to foster staff development.
- Build the capacity for rapid, continuous learning.
- Support the transfer of knowledge to workplace.

Plan → Design → Learn → Transfer → Assess

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Building an Effective Learning Culture

What to Expect?


- Content will follow 70/20/10 rule
- Delivery will be non-traditional: videos, podcasts, interactive
- Each team will be paired with a mentor
- Reinforcement will be both individual- and team-driven
- Will focus on practical application within libraries
- Online content will be mostly asynchronous but team based



Building an Effective Learning Culture

Who should apply?

- Participants will apply as a team
- Teams will consist of 3 to 5 people with a designated team lead
- 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 applying



Building an Effective Learning Culture

Why teams?



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Building an Effective Learning Culture

What will mentors do?



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Building an Effective Learning Culture


Who are the mentors?

| | |
|-------------------|---|
| Jami Carter | Tooele City Library, Utah |
| Maurice Coleman | Harford County Public Library, Maryland |
| Colleen Hooks | Orange County Library System, Florida |
| Shana Munn | Arlington Public Library, Texas |
| Jennifer Peterson | WebJunction, Washington |
| Rachel Rubin | Bexley Public Library, Ohio |
| Sandra Smith | Denver Public Library, Colorado |
| Cheryl Wright | Indianapolis-Marion County Library, Indiana |

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What will instructors do?



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Building an Effective Learning Culture

What is expected of participants?

- Average 10 hours per month (individual + group)
- Online participation
- Team work
- Mentor meetings



Building an Effective Learning Culture

How do libraries apply?


- Application open November 1-23
- Submit one application per team
- Applications will be reviewed November 28-December 9
- Teams must get support of their library administration/management
- 10 teams will be accepted



Building an Effective Learning Culture

How much does it cost?

- Cost is per team (not per individual) for 3 – 5 people
- \$500 California Libraries/\$600 Out of State
- No application fee
- Accepted teams will be invoiced



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Building an Effective Learning Culture

What is the Time Frame?

| | |
|----------------------|--------------------------------------|
| November 1: | Application Opens |
| December 9: | Teams Chosen |
| January: | Learning Begins |
| February-May: | Content delivery & Mentoring |
| June: | Final Assignment & Course Evaluation |

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Building an Effective Learning Culture

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Join our email list:
<https://www.infopeople.org/belcupdates>

Questions? Email belc@infopeople.org

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