#### **Today's Presenter**



#### Jami Munk Carter

Director, Tooele City Library, Utah Library Association President, and creator of the Self-Directed Achievement Model

## **BUILD YOUR LEARNING CULTURE**

#### THE WHOLE ORGANIZATION APPROACH

Jami Munk Carter

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## **Today's Objectives**

- To identify patterns that lead us to our most impactful learning opportunities.
- To consider some best practices and mindsets that help us grow a learning culture.
- To share learning strategies and methods with each other.



## What's the difference?

"A learning organization promotes and supports learning at all levels and in a variety of ways."

- Russell Sarder



## What's the difference?

"[A learning organization is a place where] people continually expand their capacity to create the results they truly desire." – Peter Senge



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## Why become a learning organization?

- Learning is our industry
- Crucial Advantages
  - $\circ$  Adaptable
  - $\circ$  Innovative
  - $\circ$  More efficient
  - Attract and retain the right people
- My favorite reason...

## It's Way more



# **Don't get tripped up...** One size does NOT fit all



# Don't get tripped up... Learning is messy



## Don't get tripped up...





# Don't get tripped up... Mastery is unattainable



## Don't get tripped up...

Our organizations can't "own" learning





## **Our Training Strategies**

		Participation		Content Selection		
Strategy	Participants	Optional	Required	Individual	Library	Frequency
On-the-job Training	All		Required		Task Based	At Hire
Staff Development Day	All		Required		Library	Annual
State Association Conference	Leadership	Limited Availability		Individual		Annual
UPLIFT (Utah Public Library Institute for Training)	Assigned. Limited.	Limited Availability			State Library	Bi Annual
Tuition Assistance	Applicants	Available		Individual		Annual
Topical Live Training (State Library / State Association)		Limited Availability			State Library	Varies

## **Our Training Strategies (revised)**

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Self Directed Achievement	All		Required	Individual		Weekly

### **\*Some\* Best Practices**

#### Be Intentional

#### **Every Person**

#### Variety of Methods

# Reflection & Renewal

Self-Directed Learning Positive Accountability

## **Hire Learners**

"I believe the people I hire must have one thing: an open mind. They must have minds that are **open to everything** and **attached to nothing**. Once you find people with the right attitude, you can always train for skills. So you hire for attitude and train for skills, you don't go the other way around."

– Savio Chan, President & CEO of US China Partners.

## Recap

#### What have we covered so far?

- Why become a learning organization?
- Don't get tripped up!
- Strategies and best practices.

#### Coming Up...

- Getting started
- Advice for leaders



Have you shared your thoughts in chat yet?

## Where to begin



- Unlearning is a pre-requisite to learning
- Create the right environment

## **Competency Models**

Competency models are frameworks that describe critical success factors. What people need to know to accomplish a job at the **highest level**.

"For every job ... the No. 1 thing we look for is general cognitive ability, and it's not I.Q. It's **learning ability**. It's the ability to process on the fly. It's the ability to pull together disparate bits of information."

– Laszlo Beck, Senior Vice President of People Operations, Google.

See Competency Index for the Library Field, WebJunction

Performance Goals vs. Learning Goals Performance Goal = Task Learning Goal = Knowledge

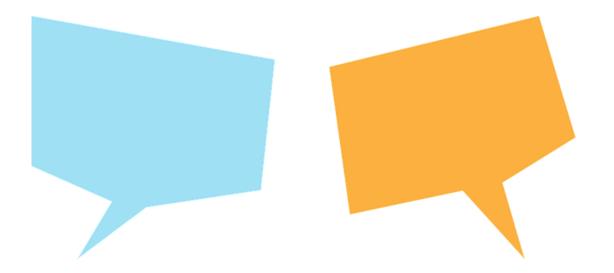
"Learning goals help people grow and expand. They encourage employees to **think for themselves, find new ways** of doing things, and **feel more empowered** at work."

- Russell Sarder



## **Get Chatty!**

## What learning strategies do you use in your organization?



## Helpful Advice for Leaders

Your organizational structure will likely adjust to allow success, and so will your own competencies.

#### 10 Growth Mindset Statements

What can I say to myself?

INSTEAD OF:

I'm not good at this. I'm awesome at this. I give up. This is too hard. I can't make this any better. I just can't do Math. I made a mistake. She's so smart. I will never be that smart.

It's good enough. Plan "A" didn't work.

See: Carol Dweck - <u>Mindset: the new</u> psychology of success

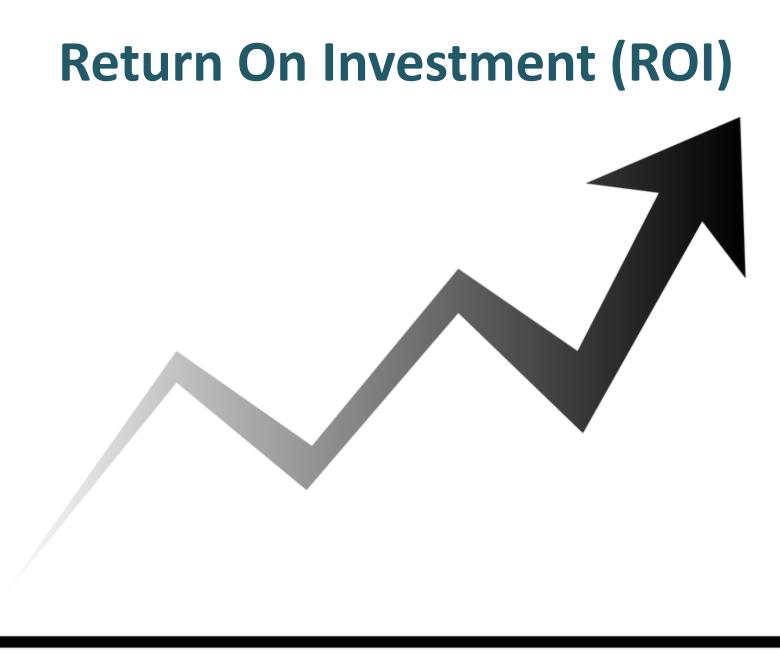
LED MINDSEN

TRY THINKING:

**O**What am I missing? 2 I'm on the right track. SI'll use some of the strategies we've learned. 1 This may take some time and effort. 5 I can always improve so I'll keep trying. D I'm going to train my brain in Math. Mistakes help me to learn better. 1 I'm going to figure out how she does it. 1 Is it really my best work? Good thing the alphabet has 25 more letters!

Osylviaduckworth

ROWTH



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## **Upcoming Training Series**

#### **Building an Effective Learning Culture**

This is a new online learning initiative from Infopeople. This online learning program will be experiential and flexible for busy library staff schedules.

Unlike the typical online course, participants will register in teams from a single library or library system, and will do work individually and in groups. It will include a virtual mentoring component, and will focus on new delivery methods divided into bite-sized chunks.

This initiative will run January through June 2017.

Stay informed: https://infopeople.org/belcupdates

#### And get a **sneak peek** tomorrow!

https://infopeople.org/civicrm/event/info?reset=1&id=605



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