

Today's Presenter



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Self-Directed Achievement
Model

BUILD YOUR LEARNING CULTURE

THE WHOLE ORGANIZATION APPROACH

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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



Why become a learning organization?

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

It's Way more

F U N



Don't get tripped up...

One size does NOT fit all



Don't get tripped up...

Learning is messy



Don't get tripped up...



Learning is a
practice

Don't get tripped up...

Mastery is unattainable



Don't get tripped up...

Our organizations can't "own" learning



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Our Training Strategies

		<i>Participation</i>		<i>Content Selection</i>		
<i>Strategy</i>	<i>Participants</i>	<i>Optional</i>	<i>Required</i>	<i>Individual</i>	<i>Library</i>	<i>Frequency</i>
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



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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:

TRY THINKING:

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.

1 What am I missing?

2 I'm on the right track.

3 I'll use some of the strategies we've learned.

4 This may take some time and effort.

5 I can always improve so I'll keep trying.

6 I'm going to train my brain in Math.

7 Mistakes help me to learn better.

8 I'm going to figure out how she does it.

9 Is it really my best work?

10 Good thing the alphabet has 25 more letters!

See: Carol Dweck - [Mindset: the new psychology of success](#)

@sylvia duckworth

Return On Investment (ROI)



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>

I brake for ~~stop signs.~~
learners

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