**Nimble is the Name of the Innovation Game**

Planning Template

### The challenge

Your library is nimbly responding to evolving community needs by planning to offer an innovative new program. The success of the program depends on well-prepared, trained staff. *Your challenge is to devise strategies to quickly bring staff up to speed with the skills they need to ensure the library’s success*.

### Rules of the game

You are encouraged to think of “training” in the broadest terms, with particular emphasis on “nimble” learning—ways to build staff skills quickly. Strive for variety and flexibility of strategies.

**Game cards**:

There are game cards on the table for you to “put into play” as you think about how to draw on multiple resources in designing a staff training plan. Points will be awarded for the number of cards used in each category.

* Partners: use one card for each partner you engage to provide training or knowledge sharing for staff; on the back of the card, describe what that partner will contribute.
* Community Volunteers: use one card for each volunteer group you engage to provide training or knowledge sharing for staff; on the back of the card, describe what that group will contribute.
* Technology Tools for Training: use one card for each technology tool and social media channel used to provide training or knowledge sharing for staff; on the back of the card, describe how the tool will enable learning.

### Scenario

Read the scenario for your table.

### Dream testimonial question:

1. Read the “dream testimonial” question for this scenario.
2. Look into the future and imagine that the library has been wildly successful in delivering this program. What would you hope that someone who participated in the program would say about the library and its service?
3. Individually, write your dream testimonial.
4. As a group, share your individual testimonials and agree on 1-2 key testimonial statements to share with the whole room. Write these on a large post-it.

**Individual dream testimonial:**

**Group dream testimonial:**

### Creating the plan for staff training

Working together as a group, begin creating a plan to help your staff nimbly acquire the skills they need in order to deliver a fantastic program and *make the dream testimonial come true*. Think beyond traditional classroom training approaches and remember to use the game cards as part of your plans. You may ask for extra cards at any point.

**Questions to consider:**

* How will the idea be introduced to staff? How will you get them interested and enthused?
* How will power-users on staff be identified? How will you take advantage of their technical expertise to train others?
* What are the various levels of staff learning needs to be addressed? How will you identify the skills gaps and the training needed to prepare staff with the necessary skills?

Technology Tools

* What technology tools and social media channels will be used in the training effort?

Partners

* Who can you partner with to provide training or knowledge sharing for staff?

Volunteers

* What volunteers in the community could provide training or knowledge sharing for staff?

### Share and debrief

* Each group will choose a spokesperson who will summarize the group’s plan and share the highlights with the whole room.
* Record the main elements of the plan on large post-it(s) to be shared with the whole room toward the end of the session.
* Keep track of the game cards used as part of the plan. Stick cards to large post-it.