WHO ARE WE DESIGNING FOR AND WHY SERVICE DESIGN TECHNIQUES FOR RESPONSIVE LIBRARIES

Photo used with permission from DreamYard

November 2020



WHO WE ARE



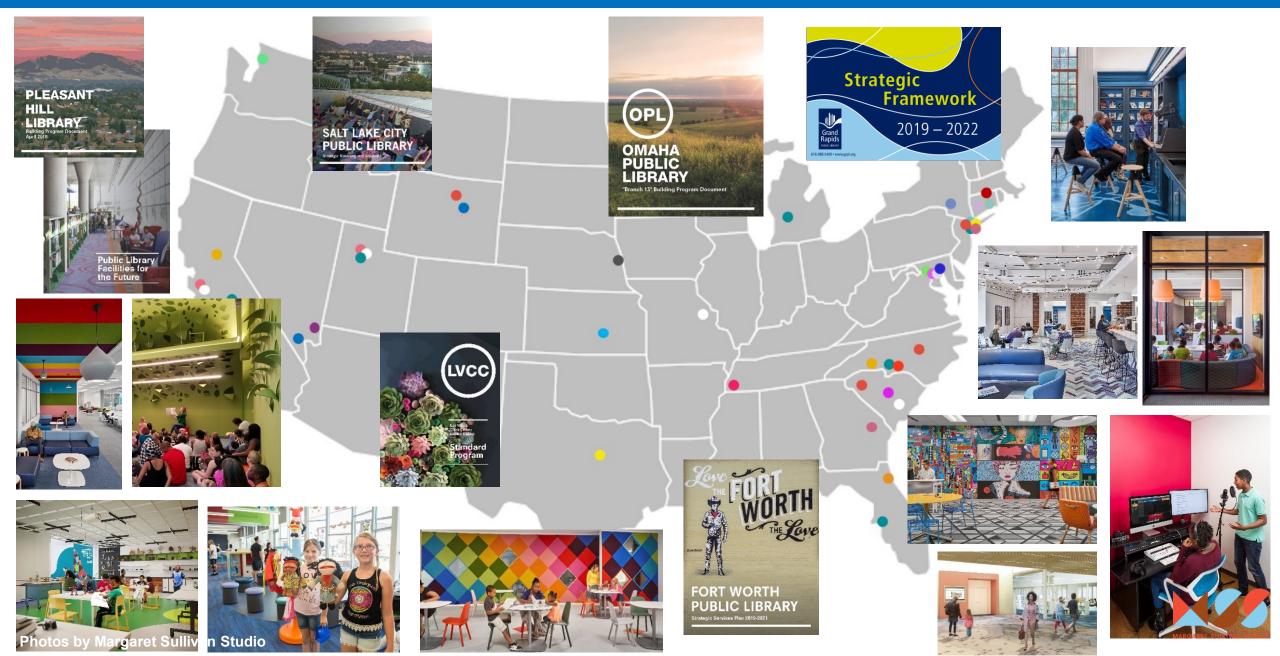








NATIONAL EXPERIENCE



TODAY'S AGENDA

TEACHING TOOLS (EVERYONE): SESSION 1, NOV. 2020 (90 MINUTES)

MSS: Intro to Strategy

Harmonic Design: How Service Design Will Save You!

Intro to the 3 Case Studies

Q&A

What You Can Do To Take Action!

"If not us, who? If not now, when?" -John F. Kennedy

OVERALL SCHEDULE

PART ICASE STUDY
GROUP
SESSIONCASE STUDY
GROUP
SESSIONPART II

 Introduction to service design techniques to build organizational collaboration, creativity, and adaptability

- Work with case study groups to create meaningful future library experiences.
- Work with case study groups to create meaningful future library experiences.

- Case study group share
 outs
- Envision future library experiences

January 2021



WHO IS YOUR COMMUNITY?

What kind of Community Experience do You Want to Create?

What kind of Library Experience do You Want to Create?



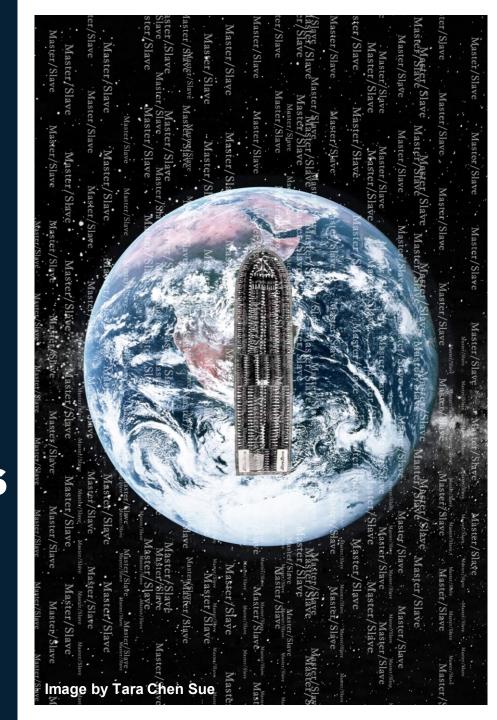


"THE LIBRARY WE CLOSED WILL NOT BE THE LIBRARY WE OPEN."





"WE HAVE TO IMAGINE A DIFFERENT FUTURE, EVEN IF WE WILL NOT EXPERIENCE THAT FUTURE OURSELVES" - Dr. Angela Y. Davis



THE NEXT ERA OF SOCIAL IMPACT DESIGN



Reimagining the Civic Commons

About Cities Measuring Success Lea



BROOKINGS

SERIES: Placemaking Postcards



BUILDING RESILIENT COMMUNITIES

1. RAPID RELIEF











COMMUNITY RESILIENCY – THE WHAT

Investment in Proven and Preventative Programs

- Families & Children
- Teens & Youth Summer Programs
- Health Services
- ESOL
- Work Force
- etc.

Characteristics of Community which demonstrate Efficient and Effective Recovery

- **1. Community Engagement**
- 2. Community Organization
- 3. Community Advocacy
- 4. Community Problem Solving

2 Roles the Library can play:

- **1.** To intentionally facilitate conditions, opportunities and "pathways"
- 2. To actively engage, organize, engage and problem solve on behalf of the community





VISION

"How We See the Future" – describes the outcome of our work in the community. It articulates the desired future for our community as a result of our efforts.

MISSION

"What We Believe" – form the foundation on which we work for the community and conduct ourselves. The values underpin our work, how interact with each other, and which tactics we use to fulfill our purpose. They are the practices we use every day in everything we do.

VALUES

"Living with Intention" – What we believe. Not just how we treat out customers, but how we treat each other

OUR VALUES: WE OWN INCLUSION!





Photos by Margaret Sullivan Studio

CONNECTION + COLLABORATION COMMUNITY + CULTURAL RELEVANCY







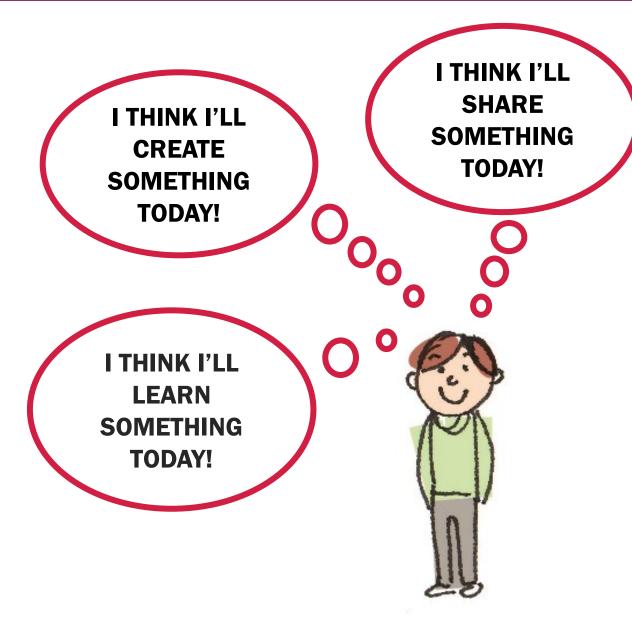
21st CENTURY LIBRARY RECIPE

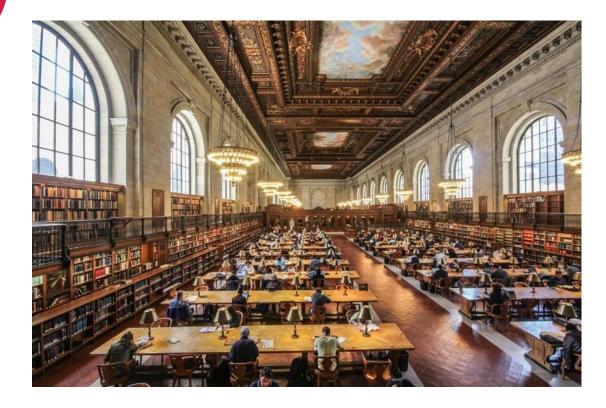
The CUSTOMERS and their ACTIVITIES **The COMMUNITY** they belong to **The PROGRAMS and SERVICES** they need **Our PARTNERS THE PUBLIC LIBRARY!**





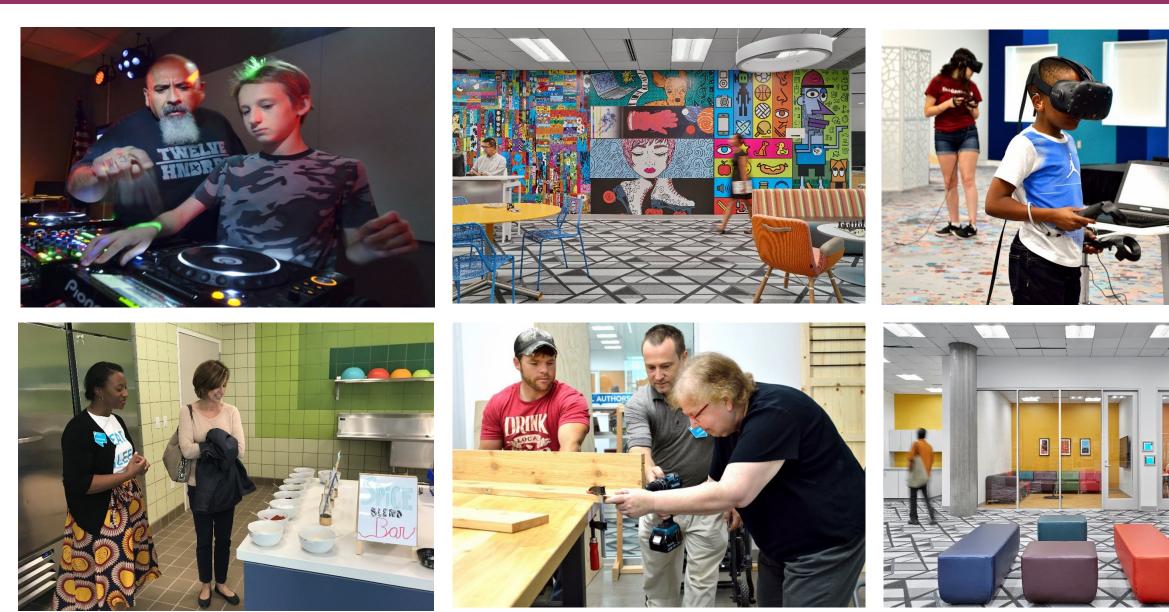
LEARN, CREATE, SHARE!







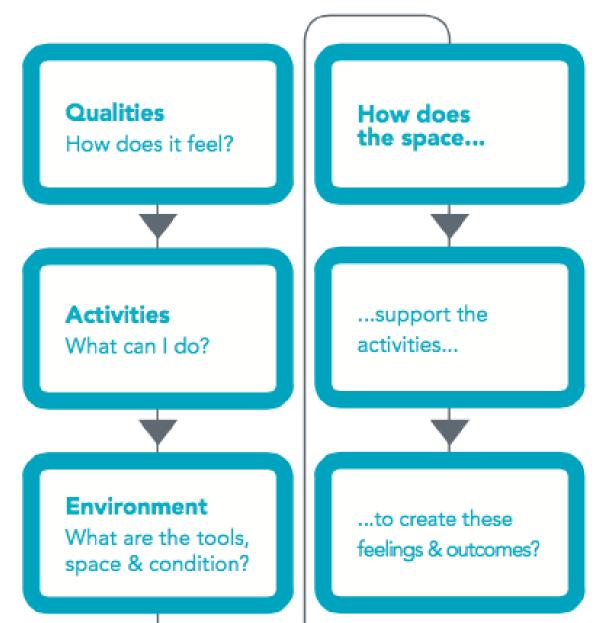
CREATING CONDITIONS TO...



Photos by Margaret Sullivan Studio







PLACEMAKING

A "place" connotes an emotional attachment to the piece of land.

Placemaking is a multi-faceted approach to the planning, design and management of public spaces.

Placemaking capitalizes on a local community's assets, inspiration, and potential, with the intention of creating public spaces that promote people's health, happiness, and well being.



LIBRARIES THAT MATTER

JAN 1, 2009

PUBLIC BUILDINGS

f y 🗩

By Cynthia Nikitin and Josh Jackson

Libraries are perhaps our most enduring public institutions--priceless repositories of history, language, and culture. The dawn of the "information superhighway" threatened to make them less relevant, even obsolete. Yet now, these institutions are as prominent as ever, with a wave of innovation as the next generation of libraries extend their mission well beyond the storage of knowledge.



The ImaginOn children's library and theater has become a magnet drawing people to downtown Charlotte, North Carolina, with strong programs and special events.



HOW DO WE FOSTER PLAY?















Photos by Margaret Sullivan Studio

OUTSIDE THE BOX









CURIOSITY (FIND & CONNECT)

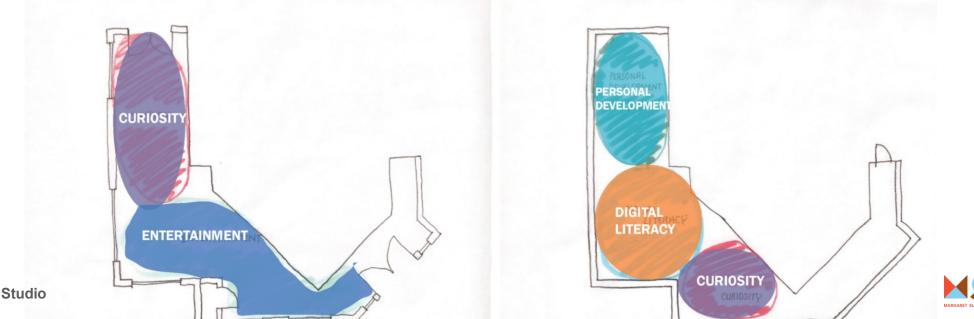
Adult Maker Session Book Browsing Movie Finding



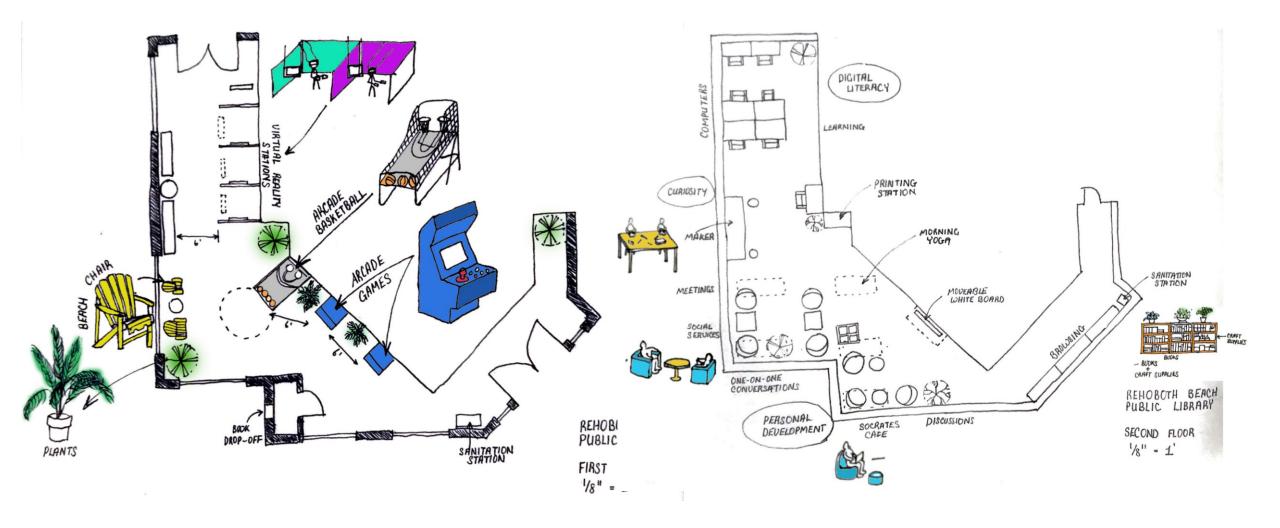
Arcade Games Movies/Friday Flicks Games Reading Storytime Poetry DIGITAL LITERACY (LEARN & TRANSFORM)

Senior Computer Classes Cell Phone & Device Help PERSONAL DEVELOPMENT (TRANSFORM, CONNECT & INSPIRE)

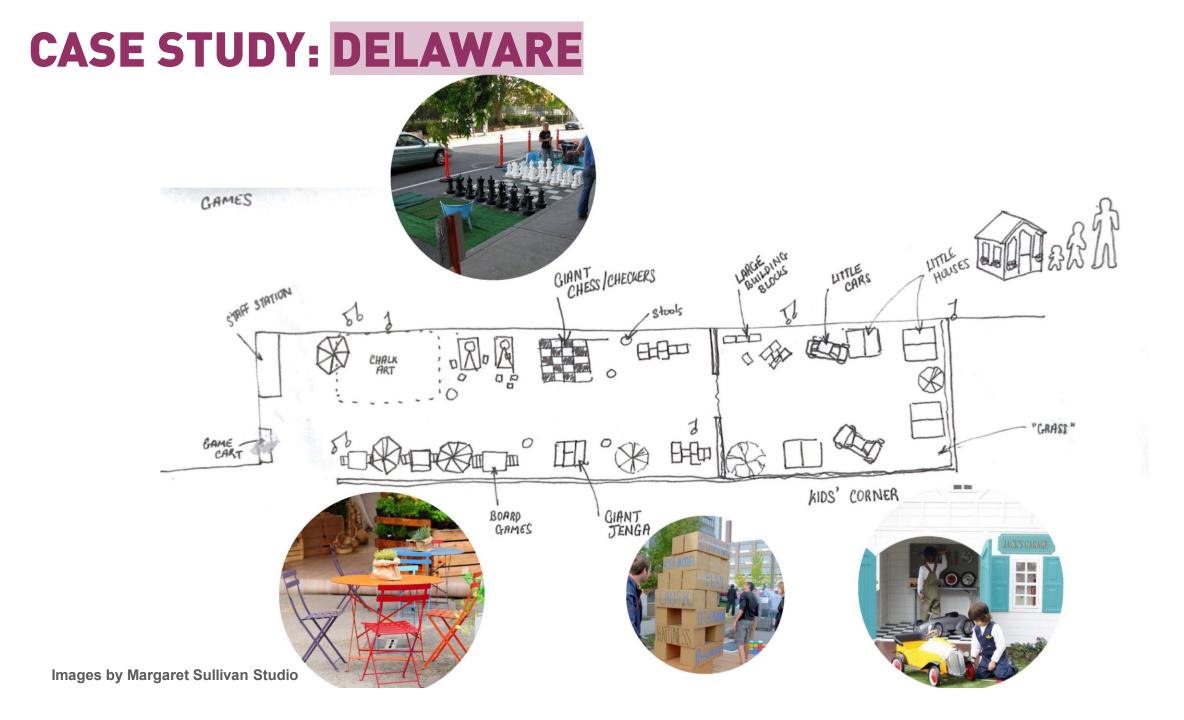
> Resume Building Student Job Finding Yoga Socrates Cafe Business Services



Images by Margaret Sullivan Studio

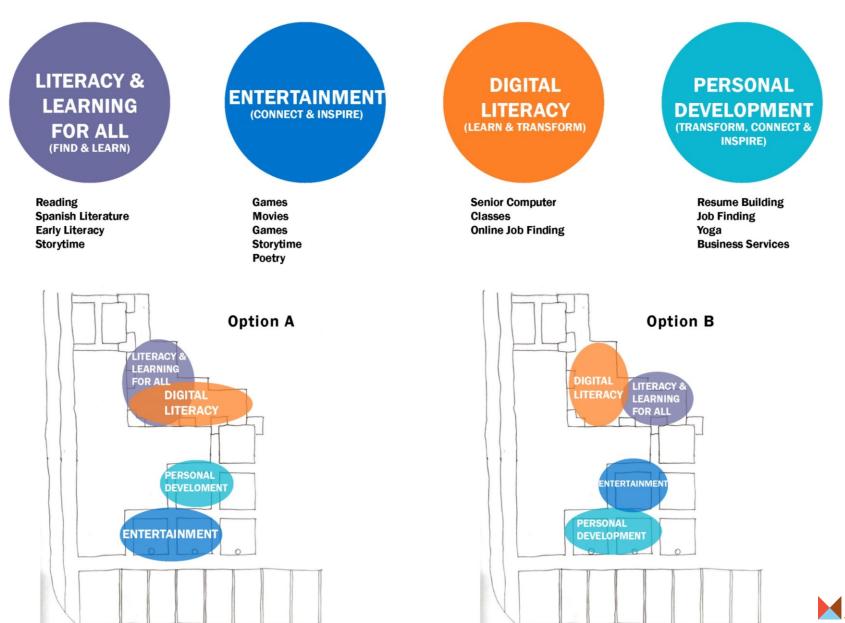












Images by Margaret Sullivan Studio



Images by Margaret Sullivan Studio





Images used by permission from Delaware Libraries



WHAT SYOUR UNQUE (0) P P (0) R T U N T V P

#myuniqueprogram

WHAT KINDOF WANT TO CREATE?

#mylibrarycurriculum

#mylibrarycommunity

HOW WE'RE WORKING

M. JUDSON BOOKSTORE



ANTHROPOLOGIE

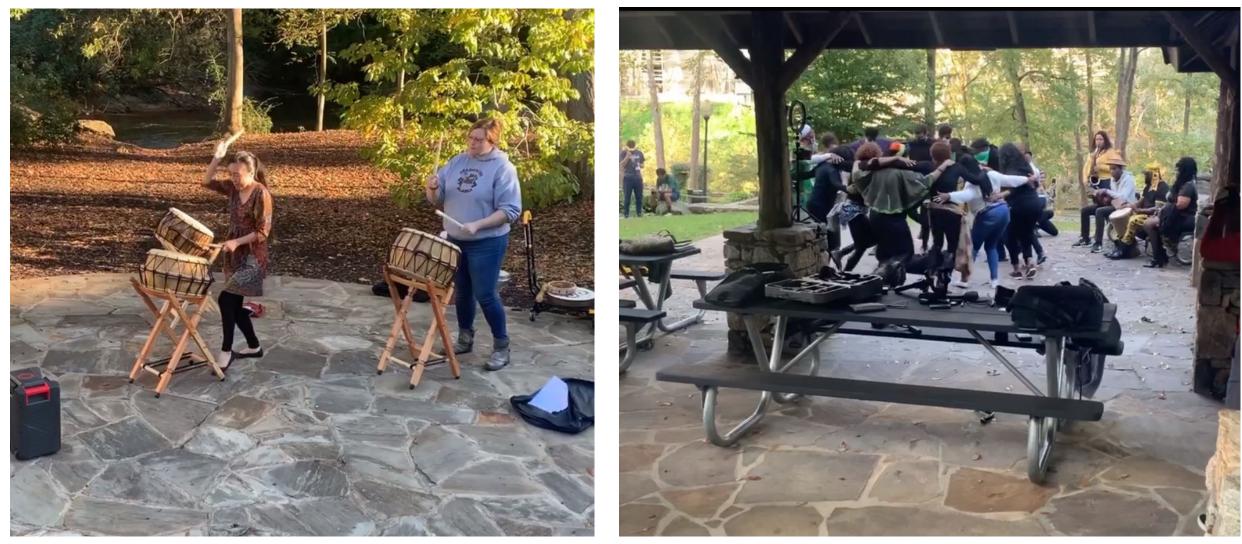




"anthropologie07" by davepinter is licensed under <u>CC</u>



SWAMP RABBIT TRAIL



Photos by Margaret Sullivan

STREET LAB













THIRD AVE BUSINESS IMPROVEMENT DISTRICT



OUTDOOR DINING

Outdoor Dining Offers Fresh Air and Fantasy to a City That Needs Both



In Manhattan, Mulberry Street, which was dotted with sidewalk seating before the pandemic, now features in-street dining. Karsten Moran for The New York Times

OPEN STREETS Programming

Salsa Saturdays SATURDAY, NOVEMBER 7TH FROM 2PM-5PM WILLIS AVE BETWEEN 148TH ST & 147TH ST

Grab some lunch, bust a move and enjoy a live salsa band performance!



Open streets dining is expanding to Willis Avenue in the South Bronx. In partnership with local restaurants, the Bronx Community Foundation, Third Avenue Business Improvement District, NYC DOT, DineOut NYC, and a generous donor, Willis Avenue from 147th Street to Roberto Clemente Plaza will host open streets seven days a week from 10am - 8pm.



BRONX COMMUNITY RELIEF EFFORT





OHNY SCAVENGER HUNT



9.23.2020



Now What, New York? A 36-Hour, Five-Borough Scavenger Hunt Exploring the City's Epic Resilience

At a time when the future seems overwhelmingly unpredictable, how can we draw on our past to bounce back from the current crisis?

Open House New York and Archtober invite you to explore how adversity has shaped New York into the city it is today through a 36-hour, five-borough outdoor scavenger hunt taking place during this year's Open House New York Weekend (October 17-18). Think: urban trivia meets New York City Marathon meets socially distant adventure.

Participate solo or team up to decipher clues as you dash from, say, a post office in the Bronx to a public art installation in Brooklyn. Yes, this is a competition and, yes, there will be prizes. Tickets are \$15 for teams of 1-2 or \$25 for teams of 3-8.

Game on:

- Registration Deadline: Wednesday, October 15 at 12pm
- Clues Released: Saturday, October 17 at 10am
- Submission Due: Sunday, October 18 at 10pm

 Now
 Specific Supervision

 Now
 Specific Supervision

 What
 Specific Supervision

 Variation
 Supervision

Health **Knowledge** The city's density has made it a danger zone for diseases many times over-but also a crucible for public health innovation as doctors, They say in New York it's all about who you know -- but what you know still matters! The city has one of the world's largest collections of public schools, libraries, and universities that attracts educators and students from researchers, advocates, and local leaders have worked together to keep New Yorkers safe and well across the globe. Representation Dignity Even in a city famed for its diversity, the fight for equality is still far from over. But New Yorkers are no strangers to struggle, as is clear across the NYC was the first capital of the United States, and the city has been a proving ground for democracy ever since. From abolition to women's suffrage, New Yorkers have been at the forefront of fighting to make sure long history of local protests, clashes, and movements for social change that every voice counts. CLUE 7 CLUE 2 During the deadly Spanish Flu epidemic in 1918, this ornate courthouse This uniquely shaped structure was originally built in 1841 as the entrance served as the site of a mass trial for 134 men who had been ticketed for expectoration-part of a public health campaign to discourage public pavilion for the New York City Mental Health Hospital—the subject of investigative journalist Nellie Bly's famous expose in 1887 following her spitting to help curb the rapid spread of the disea undercover stay as a patient. Bly's book, Ten Days in a Mad-House, would lead to major reforms in how New York City treated mental health patients CLUE 8 CLUE 3 Manhattan This medical center opened uptown in 1928 on the former home of the Originally completed in 1863, this tenement building was modified several Yankees. An innovative partnership between two of the city's most times over the years to conform to increasingly strict regulations intended to prestigious institutions, it was the first academic medical center to combine promote better public health through housing design. Today, the building teaching, research, and patient care in a single complex. houses a museum that traces the evolution of tenement life in the city

Manhattan

2 points

CLUE 1

Recurring outbreaks of yellow fever in the early 19th century led to the banning of earthen burials in Manhattan. As a result, this site opened in 1830 with 156 underground burial vaults made of solid Tuckahoe marble. The cemetery itself is not visible from the street, so photograph your team at the front gate to earn points.

CLUE 24

Queens

3 points

Built by a local industrialist, this Victorian institute offered the first free public kindergarten, which opened on-site in 1870-exactly 145 years before New York established the largest free universal pre-K program in the nation. Seven libraries came together in 1907 to form this new combined system after the borough in which they were located was created during the city's amalgamation in 1898. Take a photo of your team in front of the glassy Children's Wing at the Central Library, designed by 1100 Architect in 2011, to earn points.

CLUE 29

SIGN U

THE NEW VICTORY THEATER



Monday | Tuesday | Wednesday | Thursday | Friday



Monday

Finding Your Story 25 - 30 minutes, Ages 6 - 12

Inspiration for your next big play can be found everywhere. Follow along with NEW VICTORY Teaching Artis



Wednesday

Writing Dialogue

20 - 25 minutes, Ages 7 - 12



ter and moves the story forward. Follow along with NEW VICTORY Teaching Artist Nanya-Aku

Friday

Playwriting is Personal 30 - 35 minutes, Ages 6 - 13

Sometimes the best stories come from our own life experiences. Follow along with Teaching Artist Jamie Roach as he teaches a poem-writing activity inspired by the things that make the place you come from feel like home!





What a Character!

25 - 30 minutes, Ages 6 - 12

A play revolves around its characters, and the inspiration for creating characters can be found all around you. Screatines its the people you know and the personalities you've encountered, but evending robects have their own personalities, too, just waiting to be set free. Pactice your character writing kills with Netw Viccore Teaching Artist Ugo Anywaw as he interviews household objects to create characters play.



Thursday

Adaptations

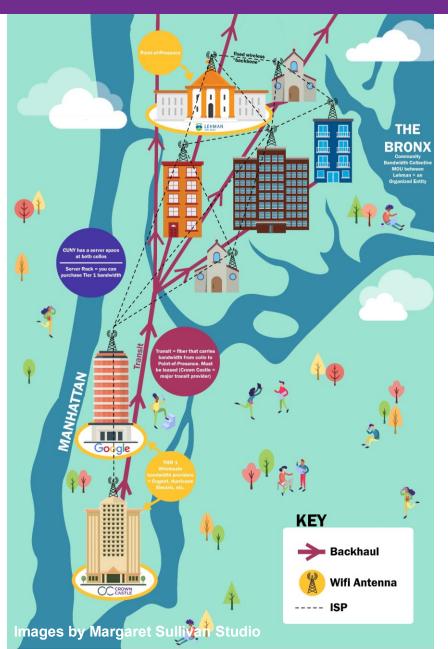
25 - 30 minutes, Ages 7 - 13

From Cinderellato Spider-Man, well toolden tales are retold, rebooted, remixed and reimagined all the time. Can you think of a story you've seen or read that's been adapted for the stage? The talented theatermakers of London's Tall Stories based The Smail and the Whale (New Victory 2014) on the children's book of the same mane, written by Julia Dondidon and Illustrated by Avet Scheffler. Take a look.



Used with permission by The New Victory Theater

ADDRESSING EQUITY ISSUES





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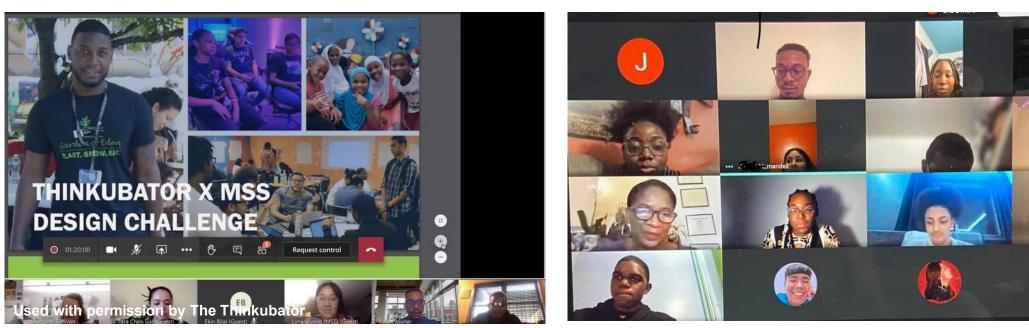
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THINKUBATOR





TOOLS: DIRECTED STORYTELLING INTERVIEWS

"I'm home schooled so I come to the library to get my work done. I don't have the internet at home so the library is a great place to work."

GLAD

"If I'm not doing school work at the library, I'm usually either reading a book or playing video games."

"If I need help with my assignments, the librarians are here to help. If I'm off task, they know I'm home schooled and will tell me to get back on task."

"Certain afternoons during the week, the library has video games that you can play. My favorites are the sports games like Madden and NBA 2K."

TOOLS: CUSTOMER JOURNEY NARRATIVES

Alex is a high school sophomore. His grades range from B's to D's and he is not sure he is headed for college or not. He likes school but gets bored and distracted easily. He likes seeing his friends every day but struggles with all of the testing and sitting in the classroom during the lessons. He passes the time by drawing his favorite cartoons. His notebook is packed with doodles, but he knows there should be more notes!

One day his friend Ric mentions he is going to take a Graphic Design Workshop at the Library, a couple of blocks from their high school campus. Jamie and Rich both have sketchbooks and they draw together when they are hanging out. Rich told Jamie about all of the cool equipment and software they have in the space, and Jamie was excited about Rich taking him...

Experience Principles

noun ex·pe·ri·ence prin·ci·ples \ ik- ' spir-ē-ən(t)s ' prin(t)-s(ə-)pəl \

An intentional commitment to a feeling or outcome you want for your customer!

EXPERIENCE PRINCIPLES

COMMUNITY ARTISTS EDUCATION SINGING BASKET WEAVING STORYTELLING PLAY COOKING TECHNOLOGY RECORDING SEW DIVINE HAPPINESS GARDENING ACCOMPLISHMENT DISCOVERY BELONGING PASSION





ALL ABOUT SERVICE DESIGN

What is service design?

What is service design?

What does "service" mean to you?

What does "service" mean to you?

- "What we provide the public"
- "What we do that aren't programs"
- "How we interact with the public"
- "Whatever the public needs"

What does "service" mean to you?

the action of helping someone or doing work for someone

Libraries and Service

- Libraries are doing more than ever before, in more ways than ever before
- Community needs continue to expand at a pace greater than library budgets and resources
- The world around us is becoming increasingly complex and unpredictable, requiring libraries to adapt continually
- Our service offerings and model must become increasingly dynamic and flexible

Libraries are service platforms.

Libraries are service platforms.

an organizational model that creates value by facilitating exchanges among multiple interdependent actors

Library as Service Platform



- Outcome driven: Literacy & Fluency, Education, and Lifelong Learning, Diversity & Equity, Connection & Belonging, Economic & Workforce Development
- Deliver direct value through ever-evolving assisted and unassisted services to customers
- Enable indirect value for customers by fostering partnerships in and outside of government
- Help customers navigate the service ecosystem so that their needs are met efficiently and effectively

What is service design?

What is service design?

What does "design" mean to you?

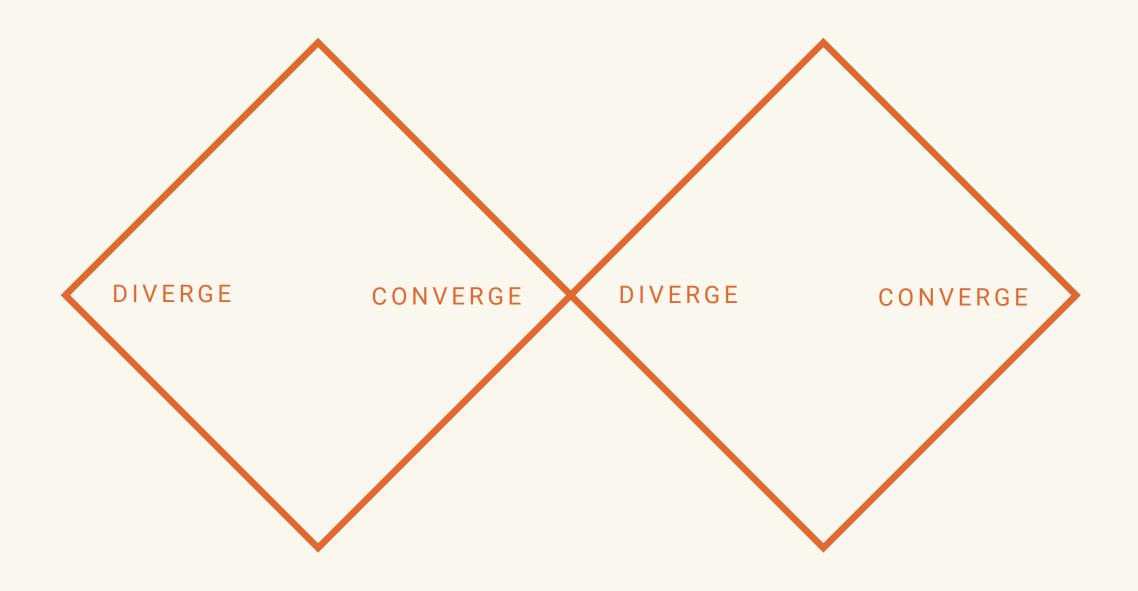
What does "design"mean to you?

- "Aesthetics (look and feel)"
- "A process for making things, like products and communications"
- "What designers do"

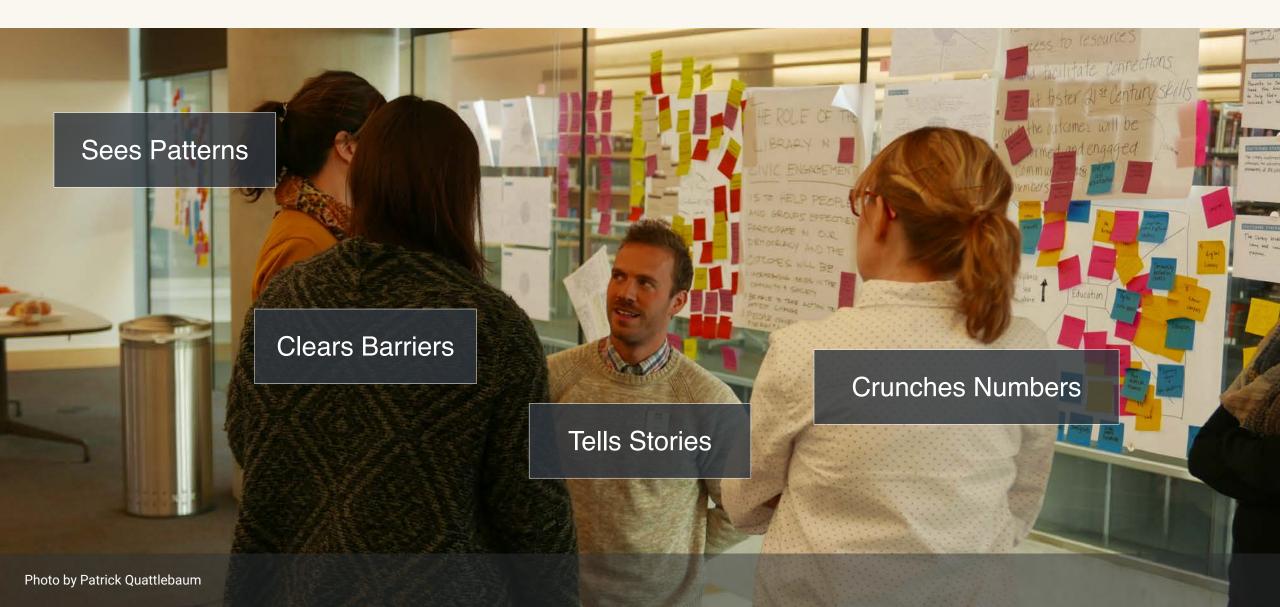
What does "design"mean to you?

Design is the activity of specifying how something—a product, a service, an organization, and so on—should work in order to create desired outcomes.

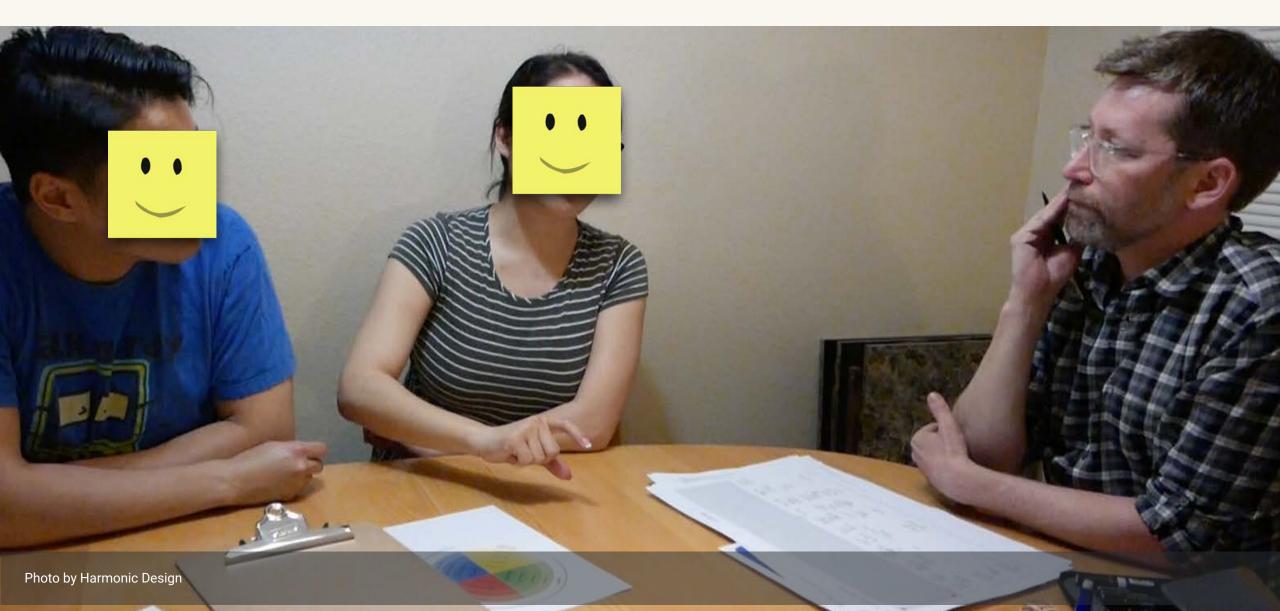
Problem-solving approach



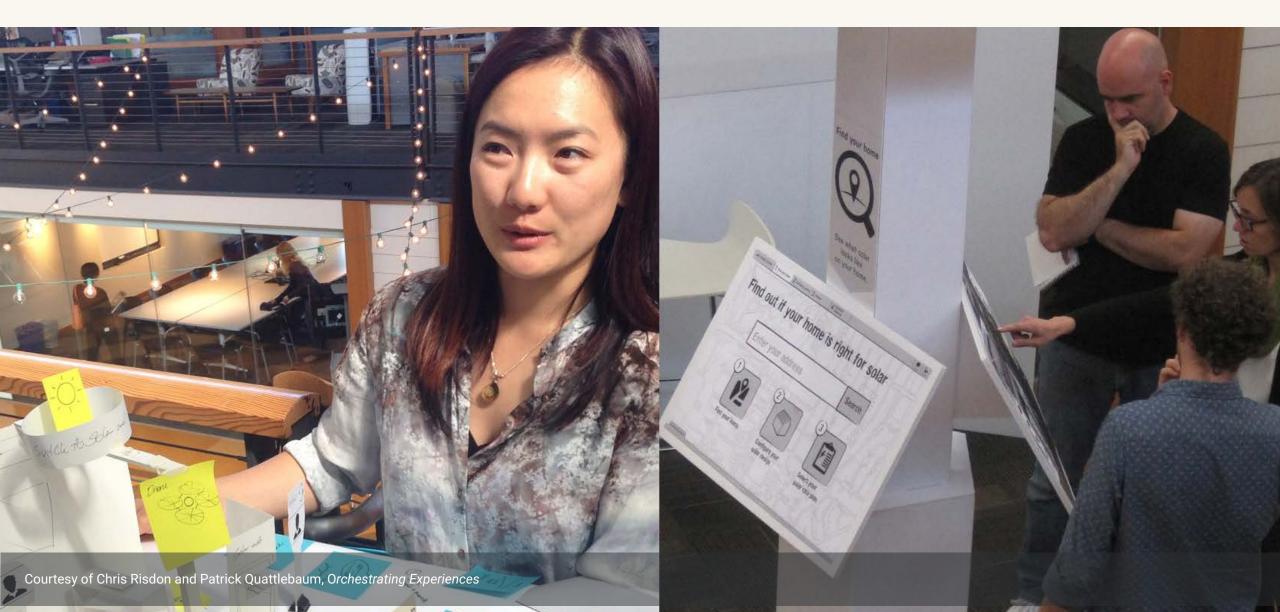
Collaborative and multidisciplinary



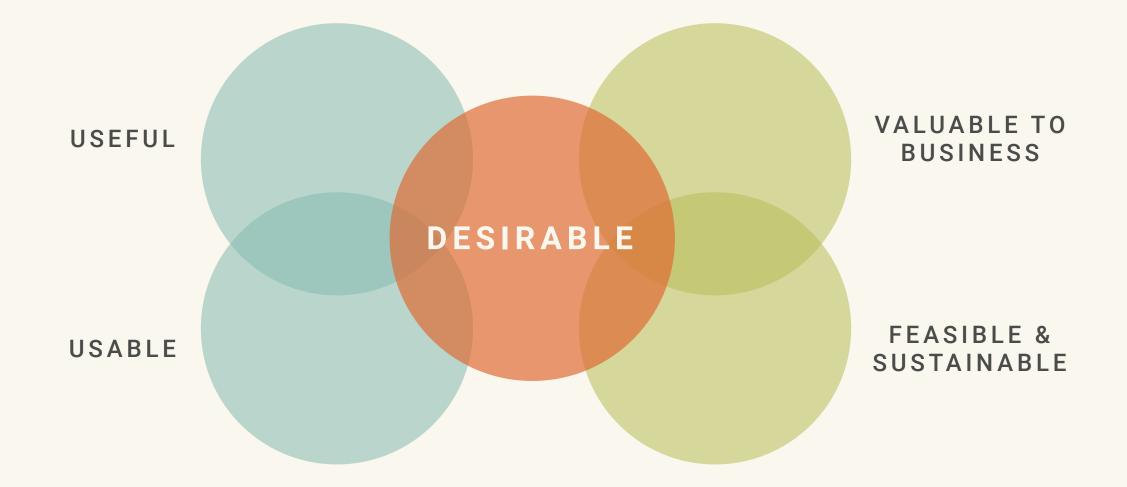
Empathy, needs, and inspiration



Make to think



An integrated approach



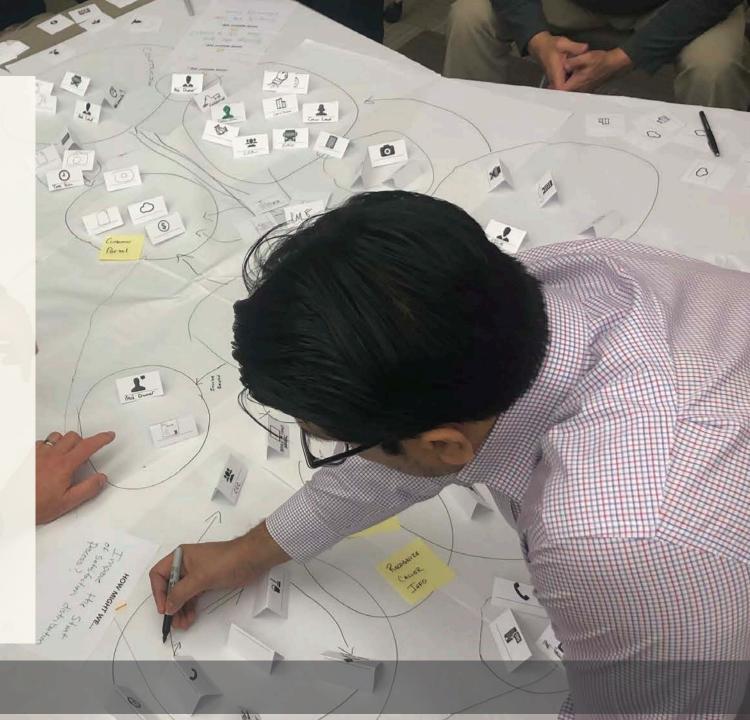
Design is an activity everyone should be involved in

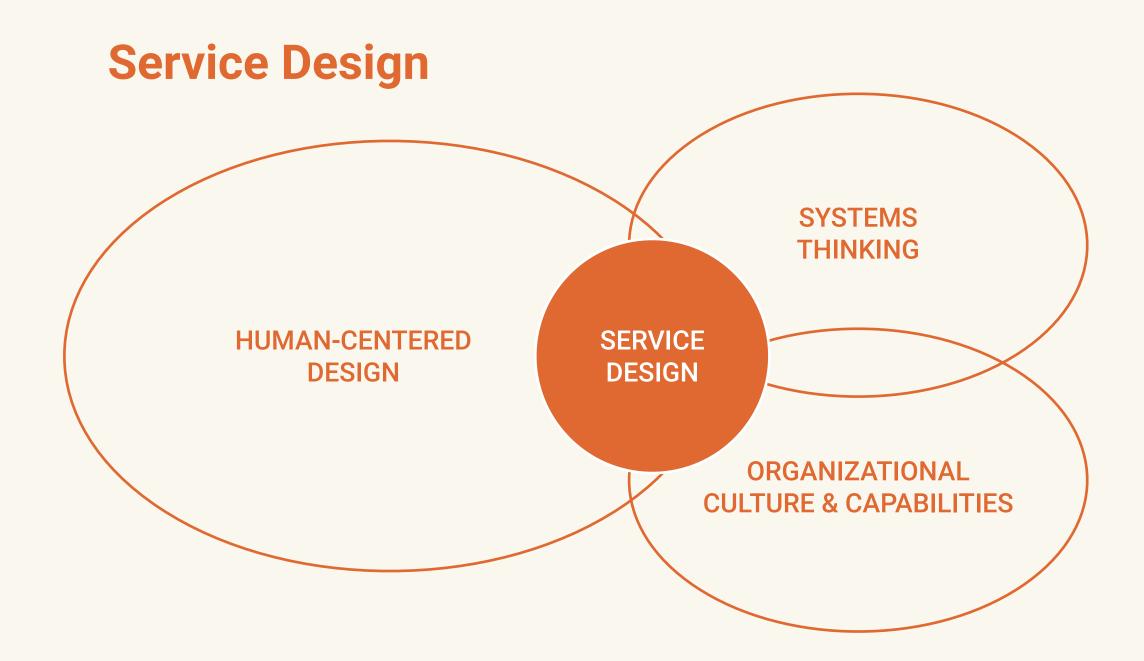


What is service design?

Service Design...

Is the application of design methods and craft to the definition, creation, orchestration, and evolution of services and service ecosystems.





Service Design Principles

- Human-Centered: Focus on the needs of people
- Co-Value: Everyone should benefit from service participation
- Co-Created: Value is created moment by moment
- Orchestrated: Connect across channels, time, and space
- Holistic: Design as one, not in parts

Understand the needs of all people



In the state of the second second state of the

What does she need to do her job and have a great day at work?

"Today: busy library!!!" by Carol (vanhookc) is licensed with CC BY-NC-SA 2.0. To view a copy of this license, visit https://creativecommons.org/licenses/by-nc-sa/2.0/

Everyone gets value out of this service!



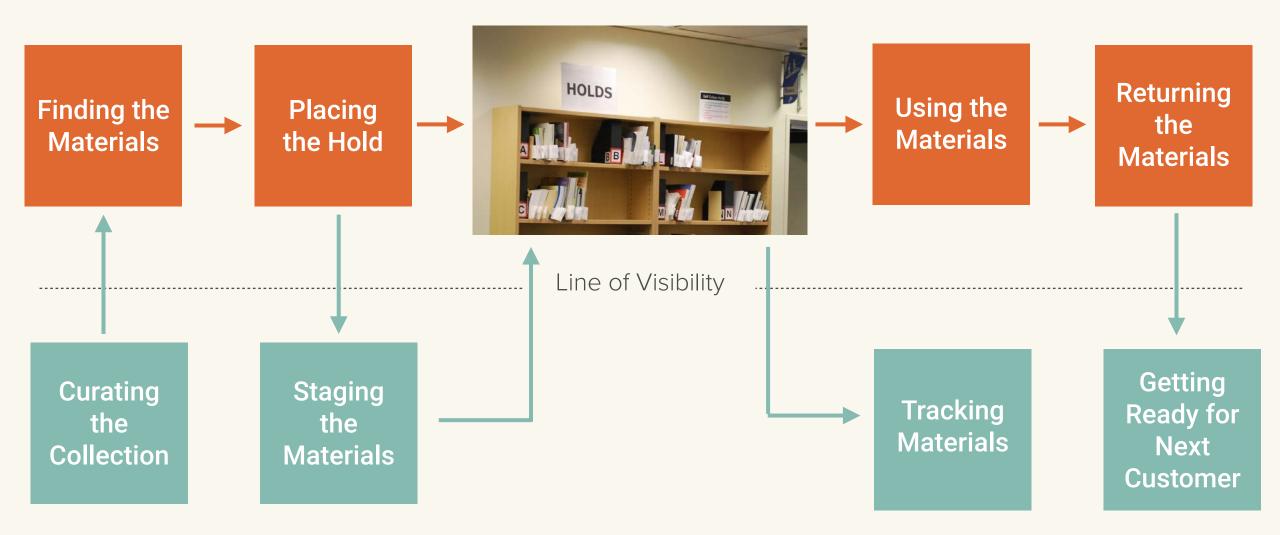
"Storytime" by Blue Mountains Library is licensed under CC BY-SA 2.0

Connecting the Dots, Frontstage and Backstage



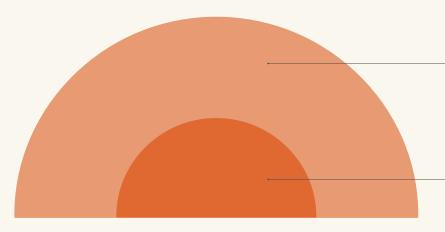
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Connecting the Dots, Frontstage and Backstage



Three Hundred Sixty Degree Design

Service design creates optimal outcomes by holistically addressing the why, what, and how of library services.



----- Line of Visibility

SERVICE EXPERIENCE

What addresses customer needs, how customers interact with the service, and its lasting impression

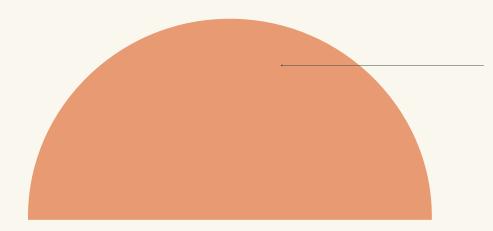
VALUE PROPOSITION

Why the service exists and how it will fit into the lives of customers

LIBRARY MISSION Tangible and intangible outcomes that the library wants to see help create and measure

SERVICE DELIVERY Capabilities and the orchestration of people, processes, policies, and platforms

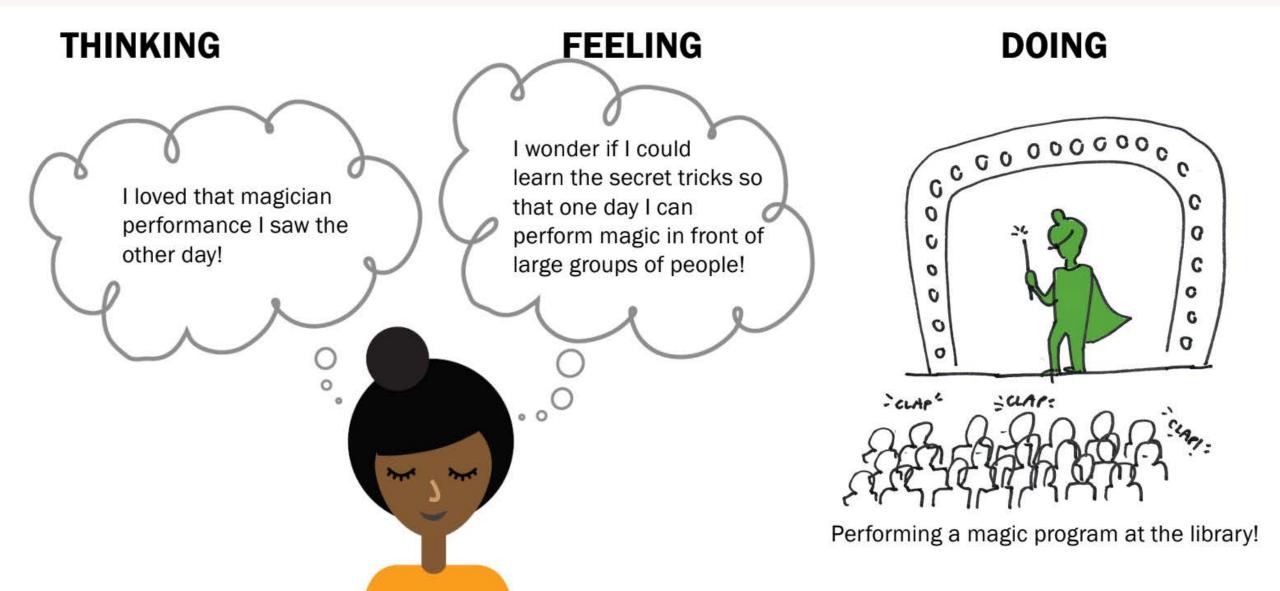
Service Experience



The gestalt* of what customers do, think, and feel as they interact with a service across touchpoints, channels, products, space, and time.

*A fancy but precise word. An experience is more than the sum of its parts.

Building Blocks of Experience



Experience Across Time

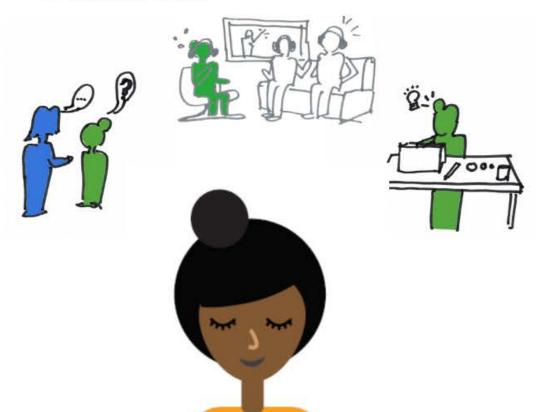
BEFORE



Research magicians and watch performances at home.

DURING

Ask for assistance at the library, get in a hole watching YouTube videos, talk to my friends about making a podcast on magic, tinker to find objects to practice with.

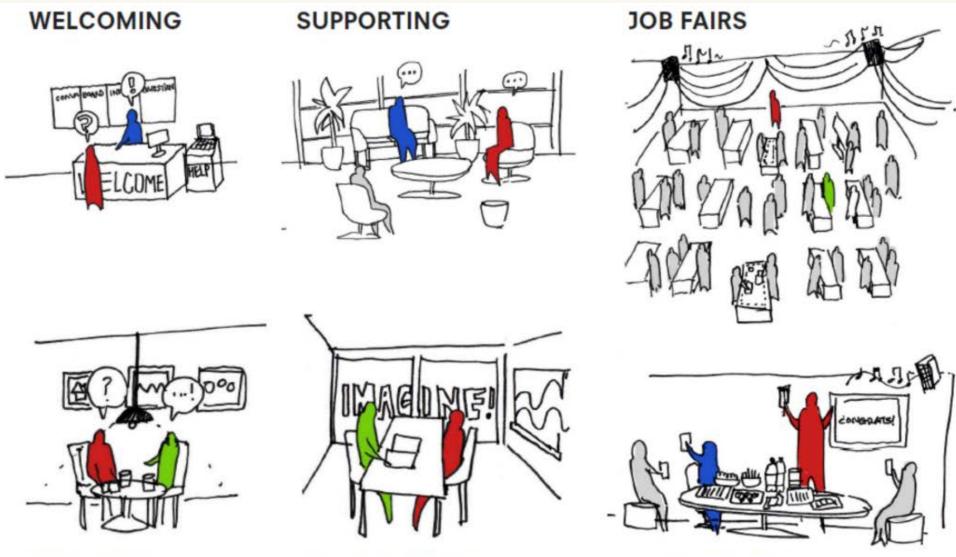


AFTER



Check out books and materials and begin practicing at home for family.

Creating Moments that Matter



INFORMING

INTERVIEWING

CELEBRATING

How Might We...

- Create more desirable services?
- Create more value for people?
- Meet the needs of all people who participate in a service?
- Respond to the complex challenges we face today?
- Harness the collective creativity and ingenuity of our organization?

Service Design In Action





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JOURNEY CANVAS

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METHOD SPOTLIGHT Design Research

Observing and interviewing customers and employees to better understand their needs and behaviors.

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Cota Renda:

METHOD SPOTLIGHT
Ideation Sessions

Based on insights and identified opportunities, generating ideas for how best to align customer, staff, and employee needs.

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Photo by Patrick Quattlebaum

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METHOD SPOTLIGHT **Concept Sessions**

Synthesizing ideas into overarching concepts that can be prototyped and tested.

SANDAROMAN

hap preserved of the woods in Photo by Patrick Quattlebaum

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METHOD SPOTLIGHT Service Prototyping

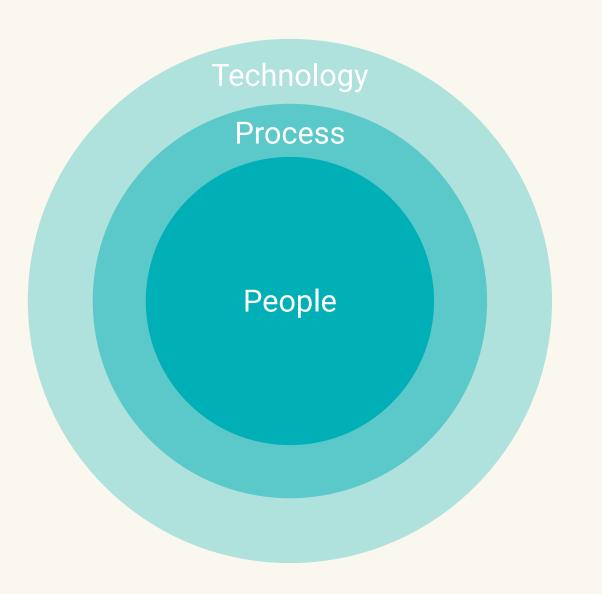
Quickly making new approaches to providing better service experiences.

LEARNING BY EXPLORATION

• 15 minutes •



It all starts with people.



HUMAN-CENTERED PEOPLE FIRST

Service design asks: "How can we best serve the needs of all service participants over time?"

While customers and their needs are of great importance, service design focuses on all people involved in a service. These are called service participants.

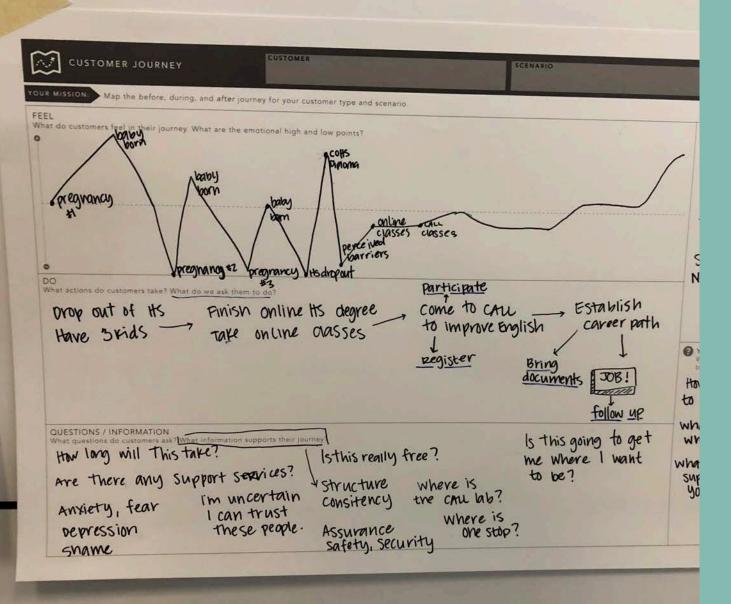
Here's Where You Can Start

- Use Directed Storytelling and Customer Journey Mapping to learn the stories unfolding in your community
- Use AEIOU to discover the stories unfolding in your library



DIRECTED STORYTELLING

- Directed storytelling is a semistructured interview in which the participant shares past experiences.
- Rather than a series of prepared questions, the facilitator listens and probes as the participant tells her story.
- These stories reveal experiences, expectations, underlying values, mental models, and needs.



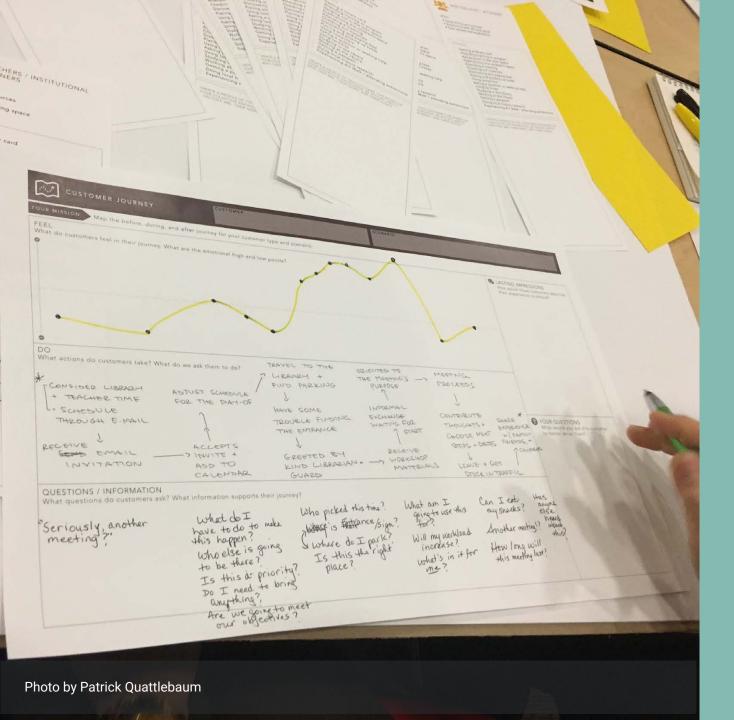
MAPPING THE JOURNEY

- Walk participant through a recent library journey—such as coming to a program, the holds experience, or using the adult computer service—in lots of detail, capturing each moment.
- Dive deep when appropriate.
- Listen for what they are doing, thinking, and feeling moment by moment.
- Also listen for who and what they interacted with.

What to Probe On

- What triggered the journey?
- What were their expectations?
- What actions did they take?
- What did they feel at different points in time?
- What were they thinking at specific moments?

- What did they interact with?
- What people were involved?
- What places did actions take place in?
- How much time elapsed during the journey?
- What was their lasting impression?



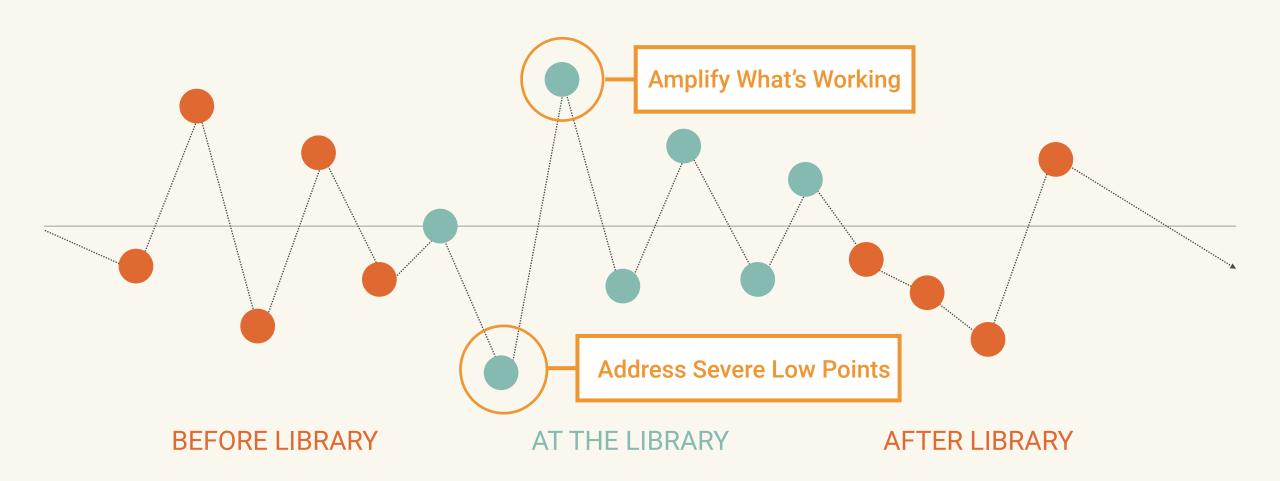
MAPPING THE JOURNEY

 Focus on one story. Ask about a specific recent experience. Don't ask what happens in general. If there is time, do another story.

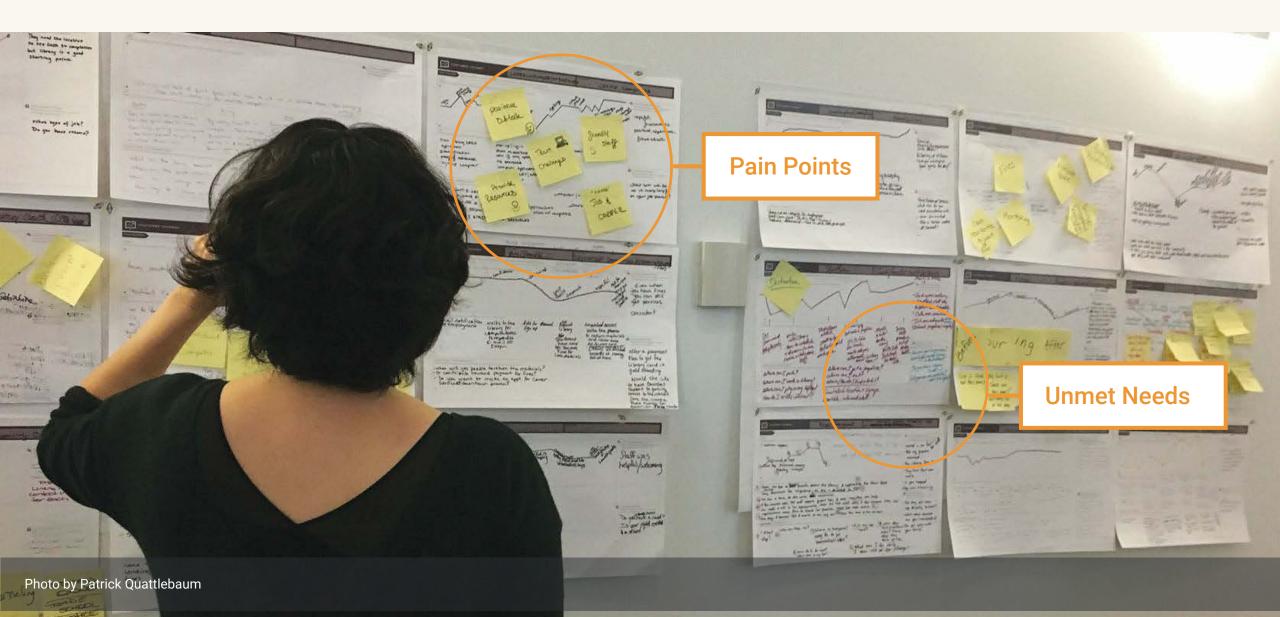
- Gently direct. If the participant is skimming over details, slow them down. If they get bogged down in less relevant details, politely say, "That's helpful. What happened next?"
- Capture quotes. This will help what you capture have a greater impact with others.
- Recap. Make sure you understand.

Placing and picki Using compile Using computers Asking a question Using facilities 2.3 CUSTOMER JOURNEY Studying in the lil Working at the lik Getting a passpot YOUR MISSION Map the before, during, and after journey for your customer type and scenario Doing local history Experiencing A. What do customers feel in their journey What are the emotional high and low points? CREAT FEELING YOUR WHICH Y Educated TEN NET · Work at local · involved in con A LASTING MURESCHONS -Overworked The second disease to compare the design of the second disease and the second s · Lack resource ·Female · age 25-35 0 non-Hartford in regional a Serve stude DO What actions do customers take? What do we ask them to do? TRAVEL TO THE OR CETUSISO MEETING LIBRARY + THE MEETING'S -> PROCEEDS. FCONSIDER LIBRARY FUND PARKING PURPORE ADJUST SCHEDULE TEACHER TIME FOR THE DAT-OF DOING INFORMAL - SCHEBULE HAVE SOME FICHMASSE CONTRIENTS TROUBLE FINDING THEOUGH E.MAIL O YOUR QUESTIONS SAME. WAITING FOR THOULANTS & INTERPERS. THE ENTRANCE Witch would you his this lighters. TENT? CHOOSE NEE The Conternant of the (#2119847 Jay OTTOC - DATES FRIENDS -RECEIVE ACCEPTS SEND EMAIL GREETED 5 > INVITE + **OTHER ACTORS & TOUCHPOINTS** INVITATION ADD TO KIND LIBRAR CALENDAR GUARD QUESTIONS / INFORMATION What questions do customers ask? What information supports their journey? Can I eat Has What am I Who picked this time? anyme going to use this for? my shacks? THINKING esse what do I Listere de I park? Is this the right place? "Seriously, another meeting?" have to do to make heard Amother meeting? about Will my workload this this happen? what's in it for increase? How long will who else is going this meeting last? to be there? Is this & priority? Do I need to bring anything?, Are we going to meet Photo by Patrick Quattlebaum

Emotional Journey



Compare and Contrast Different Journeys

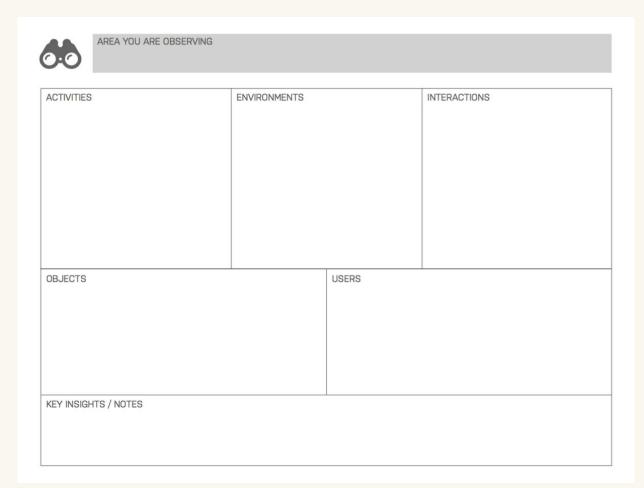




OBSERVE THE SERVICE IN ACTION

- After capturing the story, go back through each moment to make sure it is accurately captured.
- Probe on how each moment made them feel during this walk through.
- Capture emotional state, taking note of specific language they use. Note it on the template.

AEIOU: An Observation Framework



The A-E-I-O-U method was developed in the early 1990s by researchers at Doblin. Using a simple framework, ethnographic observations are recorded into five categories to aid analysis of the service experience. Researchers detail their observations visually, typically through sketches, photography, and/or video.

AEIOU: An Observation Framework

A - ACTIVITIES

What do you observe people trying to accomplish in the service environment? This includes customer activities and employee activities.

E - ENVIRONMENT

In what places do customer and employee activities take place? Environments can be physical or digital.

I - INTERACTIONS

Interactions are the building blocks of activities. Who and what do customers interact with as they carry out their activities?

O - OBJECTS

What things are part of the environment? Objects can be staged by the staff (signage, desks, etc.) or brought into the environment (phones, bags, etc.)

U - USERS

What types of customers do you observe participating in the service? How were your greeted? How did it feel when you first walked in?



These methods will help you

- Get closer to the stories unfolding in your community
- Better analyze the experiences occurring in the library
- Learn about the experiences happening outside the library
- Identify opportunities to come up with new ways to create better service experiences and outcomes

What you can do now

- Uncover stories. Invite customers and employees to share a memorable experience with the library (precovid counts!).
- Think intentionally. Embrace opportunities for services and how you want to make people feel (now or pre-covid) by making a list of questions you want to answer.
- **Co-create the future.** Who do you want to work with internally and who do you want to partner with to explore opportunities? Make a list.
- Visually communicate. Sketch your ideas to explore your questions.
- **Design service scenarios.** Highlight key moments of the service that will meet the needs of your customers. Explore the processes needed (frontstage and backstage) to deliver the service.

3 CASE STUDIES



Pierce County Library System

Information & Imagination

Beyond Books

Wisdom Cafe • Business Info • Start A Small Business • Creating community • Connecting people to people • Technology Classes • Military Kids Connect • Habitat For Humanity • Life Services • Housing Justice • Makerfest • Puyallup Valley Quilters • Balloon Art • Build A Robot • Pottery Class • Sewing Workshop • Pine Needle Baskets • Computer Clubhouse • Rubberband Designs • Upcycling • 3D Printing • Science To Go • Teen Art Contest •



This week at your Pierce County Library...

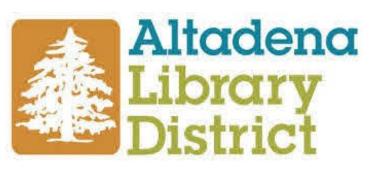






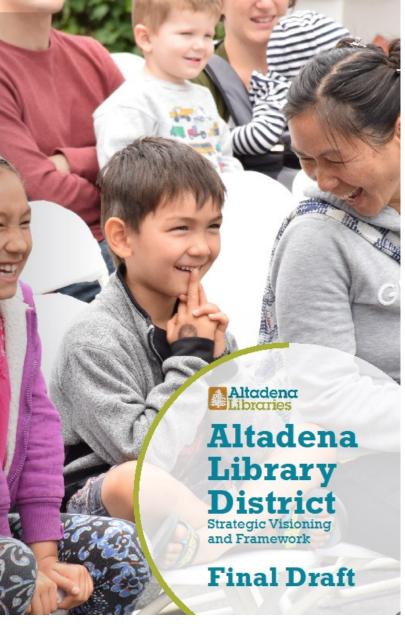


3 CASE STUDIES









3 CASE STUDIES











Prince George's County Memorial Library System

Strategic Framework 2021-2024

QUESTIONS

PIERCE COUNTY

- How might we reach culturally diverse customers, for example immigrant/ESL households?
- How might we partner with local service agencies in order to provide access to library resources?

ALTADENA

- How might we create more outdoor programming in Altadena?
- How might we balance diverse user needs for collaboration and interactive experiences with the user needs of those seeking a quiet space?
- How might we be able to offer targeted services (adult literacy tutoring/collaboration spaces/meetings) after hours without staffing/opening the full building?

PGCMLS

- How might we address digital equity in Prince George's County?
- How might we measure social impact rather than collect traditional transactional data?

GETIN TOUCH!



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