Cultivating a Culture of Learning in the Library

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Agenda

• Difference between training and learning
• Benefits to libraries for creating a culture of learning
• Key elements of a learning organization
• Tips for creating a culture of learning in any size library
define: Training

• to make proficient by instruction and practice, as in some art, profession, or work

Source: http://dictionary.reference.com/browse/train
define: Learning

• to acquire knowledge of or skill by study, instruction, or experience

Source: http://dictionary.reference.com/browse/learn
Training

- Trainer-led
- Trainer centered
- Organization focused
- Set time
- Set location

Learning

- Participant-led
- Learner centered
- Individual focused
- Anytime
- Anywhere

OWNERSHIP
Real learning is not what most of us grew up thinking it was.

~ Charles Handy
The information people need to do their jobs is usually not found here

Idea/image courtesy of Kevin James http://engagedlearning.net
“Only 10-20% of training transfers to the job.”

~ Jay Cross Informal Learning
“Informal learning accounts for over 75% of learning taking place in organizations today.”

~ Marcia Conner

http://agelesslearner.com
Benefits of learning

↑ staff morale
↑ retention of staff
↑ customer service
↑ efficiency of staff
↑ opportunities for learning
↑ retention of information
↑ self-sufficiency of staff
↑ innovation
↑ creative environment
↑ perception of library in the community
It is not the biggest, the brightest or the best that will survive, but those who adapt the quickest.

~Charles Darwin

http://www.flickr.com/photos/artsotters/705621162/
Key elements of a learning culture

- Rewards
- Openness
- Play
- Shared Vision
- Empowerment
- Informal
- Time
- Dialogue
- Fun
- Connections
- Challenges
- Mistakes Allowed
- Encouraged
Challenges

- $  
- Time  
- Attitude  
- Resistance to change  
- Confusion between informal and optional
Trainers are not order takers

Excel Training for all Staff
Learning is not a way to address...

- Poor processes
- Counterintuitive software
- Unclear expectations
- Problems resulting from poor management
The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn.

~Alvin Toffler
Tips for creating a culture of learning

• All Libraries
  – Management involvement
  – Part of your hiring/interviewing information
  – Learning tied to strategic goals
  – Learning and development as part of employee review process
  – Access to resources for all staff
  – Share and collaborate
  – Time
Tips for creating a culture of learning

• Large Libraries
  – Staff dedicated to guide others
  – Staff exchange
  – Staff “scholarships” or incentives
[photos] Check it out

May 13, 2008

What fun! PLCMC’s Emerging Technology Team at Main Library used scrapblog to put this together. View more of their pics here.
Tips for creating a culture of learning

• Small Libraries
  – Collaborate with other systems
  – Staff exchanges
  – Online learning
    • WebJunction
    • OPAL
    • SirsiDynix
    • Ask other libraries
Idea for Learning

• Lunch and learn
• Show and share
• Everyday learning
• Learning journals/blogs
• Learn & Play Days or Hours
• Email challenges
• Learning 2.0
• Learning 2.1
Personal Learning Plans

• Set a goal
• Put it in writing
• Allow time for play, reflection
• Mistakes happen
• Share what you’ve learned
From this:

Idea/image courtesy of Kevin James http://engagedlearning.net

to this:
Additional Resources

• Is Yours a Learning Organization?

• Learning Culture Audit
  http://tinyurl.com/4ymz83

• Learning Organization Survey
  http://tinyurl.com/5o3uke

• Informal Learning
  by Jay Cross ©2007 Pfeiffer
Learning is a journey not a destination.

http://www.flickr.com/photos/bilk/259998624/
Questions?

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