

Exchange - July 19, 2016

Group Activity -

Members:

Janet Brooks

Jacki Fulwood

Chris Kennedy

Julia McConnell

John Rahhal

Activity IV:

1

Communication

a. Your Action:

Provide information in a variety of ways, be consistent with leadership

b. Your Staff's Action:

Be accountable, ask questions, avoid grapevine talk, verify info BEFORE sharing

c. Your Supervisor/ Lib Admin Action:

Consider a Director of Internal Communication - communicating just to staff; gathering "staff facts" not just "administration facts"

2

Hiring Process - too long

a. Your Action:

Keep people updated, have a plan to 'cover' during vacancies, be transparent

b. Your Staff's Action:

increased cross-training to help cover during vacancies

c. Your Supervisor/ Lib Admin Action:

Shorten Goal, offer goal more often (so allow earlier start dates); involve other departments to cover vacancies (use MSL librarians to cover public desks, etc)

3

Creation of Opportunities for Staff Input (Ask Tim; Pilot Projects; Police Review input)

a. Your Action:

Encourage continued input

b. Your Staff's Action:

continue to provide input

c. Your Supervisor/ Lib Admin Action:

feedback about why ideas are not being used or included.

Individual Group Member responses not included in the "top three" actions above:

Positive Impacts:

Interreach opportunities

Share successes

Negative Impacts:

Adjustment to new supervisors/work groups

too many changes, too fast

Expected to do more with less time/staff/\$\$

If you're not a degreed librarian/work or opinion viewed with less respect