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You Can Get There From Here: Not Your Mother's Book Club

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***YOU CAN GET THERE
FROM HERE: NOT YOUR
MOTHER'S BOOK CLUB***

BACKGROUND:

- Ladd Library and Muskie Archives
- Search for new leadership.
- Seeking the engagement of LIS staff, what issues were important for us to consider moving forward?



FRAMEWORK:

- Selecting readings
- Coming up with themes
- Calendar - timing
- Reminders
- Encouragement from managers
- Snacks

GROUND RULES:

- Be respectful.
- Listen.
- Do not speak over others.
- Do not negatively critique other areas of ILS.
- Be generous with the discussion.
- Have a growth-mindset.
- Move beyond “this is the way we have always done it” or “we already do that”.

FIXED MINDSET

MINDSET CHARACTERISTICS

GROWTH MINDSET

SET - YOU HAVE WHAT
YOU HAVE

SKILLS+INTELLIGENCE

CAN BE GROWN AND
DEVELOPED

HOW THEY LOOK
PERFORMANCE FOCUS

MAIN CONCERN

LEARNING / GETTING BETTER
PROCESS FOCUS

SOMETHING YOU DO
WHEN YOU'RE NOT GOOD

EFFORT

AN IMPORTANT PART OF
LEARNING

GIVE UP / CHECK OUT

CHALLENGES

PERSEVERE / WORK THROUGH
IT - SHOW MORE GRIT

TAKE IT PERSONAL
GET DEFENSIVE

FEEDBACK

LIKE IT / USE IT TO LEARN

HATE THEM / TRY
TO AVOID MAKING THEM

MISTAKES

TREAT THEM AS A LEARNING
OPPORTUNITY

OUTCOMES:

- Everyone was included in conversation.
- Meetings held in a common space.
- Prepared for new leadership and impending retirements.
 - Generational shift and knowledge sharing.
- Provided a platform for other forward-looking staff engagement.
- We want to share this with other people.

WHY DID THIS SUCCEED:

- Leadership buy-in.
- Advertized to all of Ladd.
 - Including multiple departments, professionals and paraprofessional staff.
- Diverse perspectives.
- Created a safe space.

ALTERNATIVES:

- Webinars
- Creating communities of practice
- Brown bag lunches
- RSS feeds or list-servs and forwarding to colleagues (virtual reading groups)
- Create your own online community
- Library twitter

NEXT STEPS:

- Assessment
- After one year of reading club: what trainings/events could we pursue?
- Make use of collected insights.
- Including IT?

LESSONS LEARNED:

- How you arrange the syllabus matters.
- How you pick the readings matters.
- You are not going to catch them all (and that's ok!).
- Facilitation is also important - have questions on-hand.
- Activities help.
- Everyone loves snacks.

THE **ACTIVITY!**

<https://acrlog.org/2018/03/19/to-meet-or-not-to-meet-that-is-not-the-question/>

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