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Library I.T.: Information Technologists or Information Thought-leaders?

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Library I.T.

Information Technologists or Information Thought-leaders? : A conversation

Introduction

Who is Craig?

@craigboman

Librarian (of the systems breed), musician, 2016 ALA Emerging Leader.

Who is Whitni?

@_whitni

Pianist.
Colored jeans enthusiast.
Lefty.
Drives a MINI named Sebastian.

Scope (n.) *The range of one's perceptions, thoughts, or actions.*

- Library IT: Underutilized
- We're trying
- Leading Change: individually and collectively

The Problem(s) - Underutilized

Library IT only as fixers…not as thinkers

Spend **90%** of our jobs answering help desk tickets & providing support.

Hello, IT, have you tried
turning it off and on again?

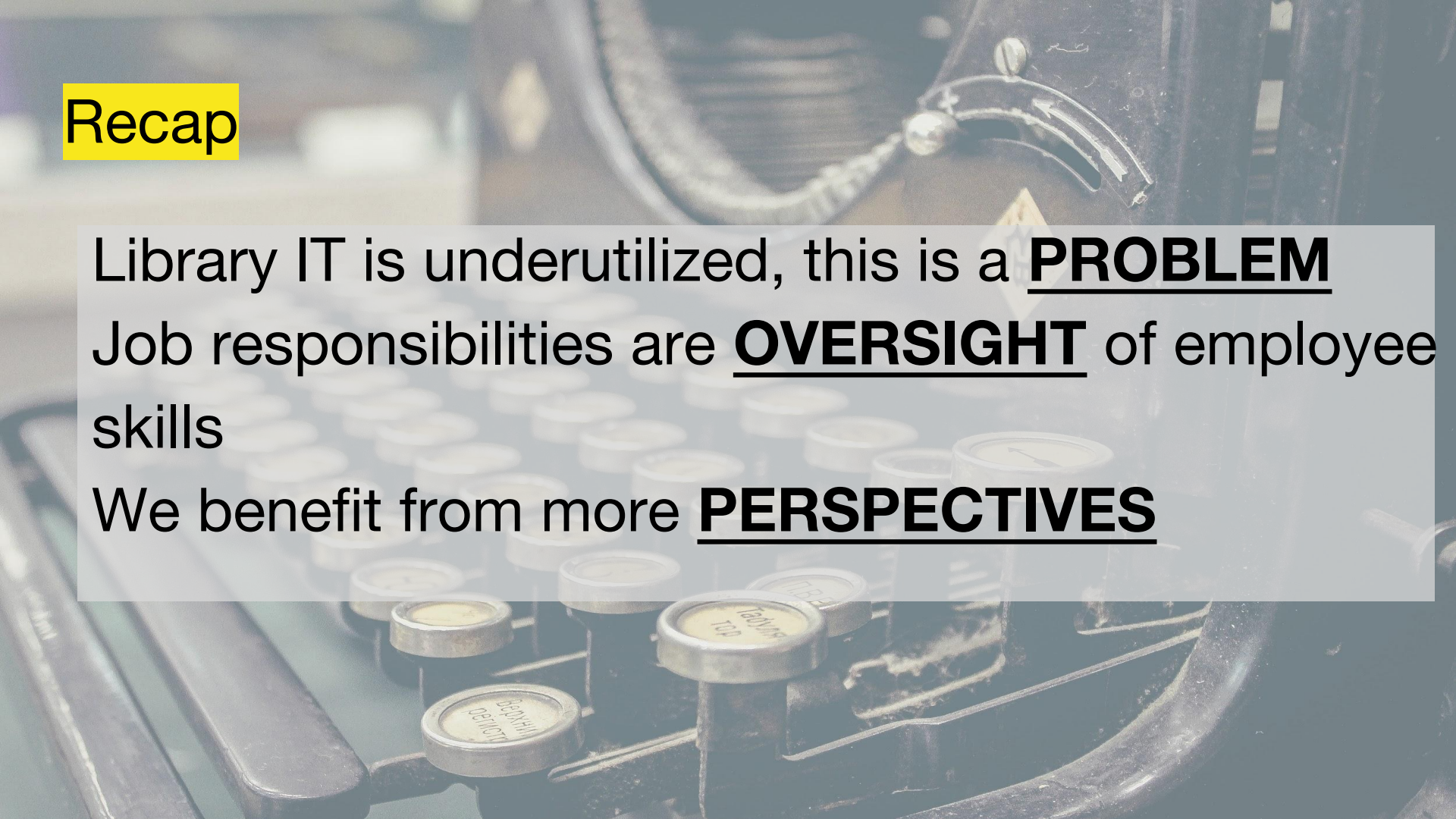
Library IT skills not being utilized...

BUT

Job requirements request for experience on more than just support skills.

Not everyone is looking through
the same scope.

Half full
Half empty



Recap

Library IT is underutilized, this is a **PROBLEM**

Job responsibilities are **OVERSIGHT** of employee skills

We benefit from more **PERSPECTIVES**

Hurdles to Library Collaboration

Lack of cross-dept collaboration

“A collaborative culture doesn’t mean that everything needs to happen in a collaborative way. It means that individuals with ideas and initiatives have the space and possibilities to connect and find internal and hybrid communities in which they can grow.”

J-P De Clerck

Why it sucks…for everyone

Things that happened that made it suck, more.

Recap

NO COLLABORATION SUCKS for everyone

Underutilization leads to **WASTED RESOURCES**

We don’t know what we don’t know.

Heifetz and Balconies

Challenge for change

“It [successful change] is pursuing an opportunity rather than running from a threat, but you could see both.”

Phil Davis

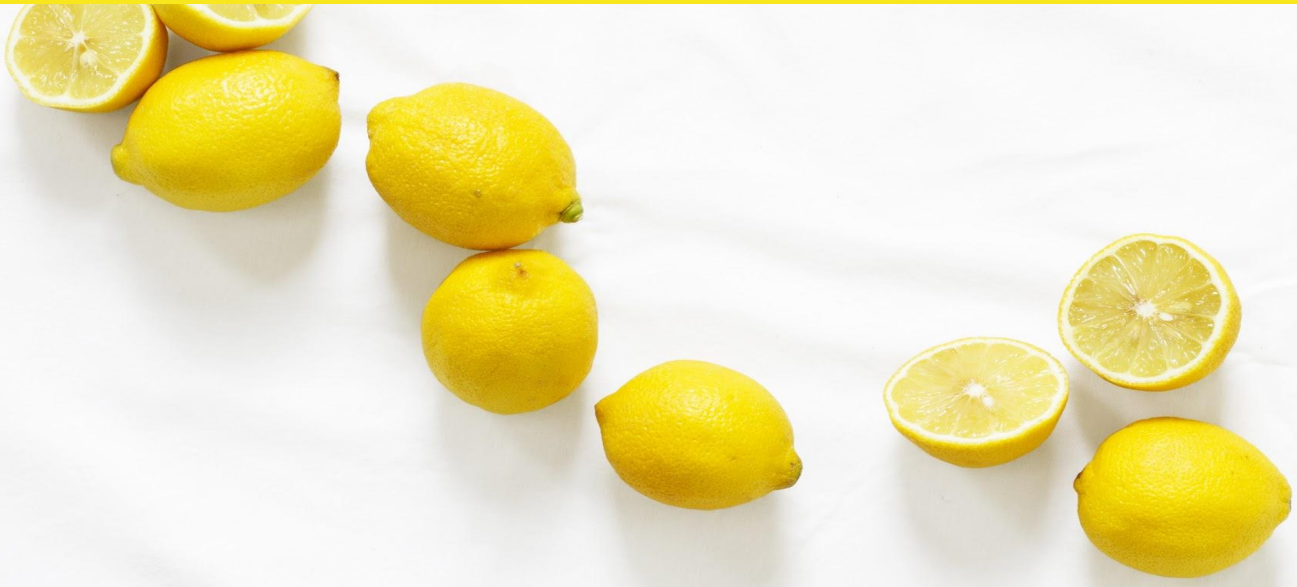
Disruptive Innovation

"The reason is that good management itself was the root cause. Managers played the game the way it was supposed to be played. The very decision-making and resource-allocation processes that are key to the success of established companies are the very processes that reject disruptive technologies."

Clay Christensen

Fostering collective creativity

Understanding organizational management



Orgs and Communication

Dilbert Image Redacted
http://dilbert.com/strip/2012-10-29

Why it is hard. Really hard.

“No matter how sound the change may be...there will always be a large part of the organization which does not perceive these values in the same way and, therefore, considers the change unwarranted and a reflection on the leadership's ability to make ‘reasonable’ decisions.”

Bruce Henderson

Why it matters.
DON'T JUST STAND THERE

Ways to challenge for change…
CHANGE

Change

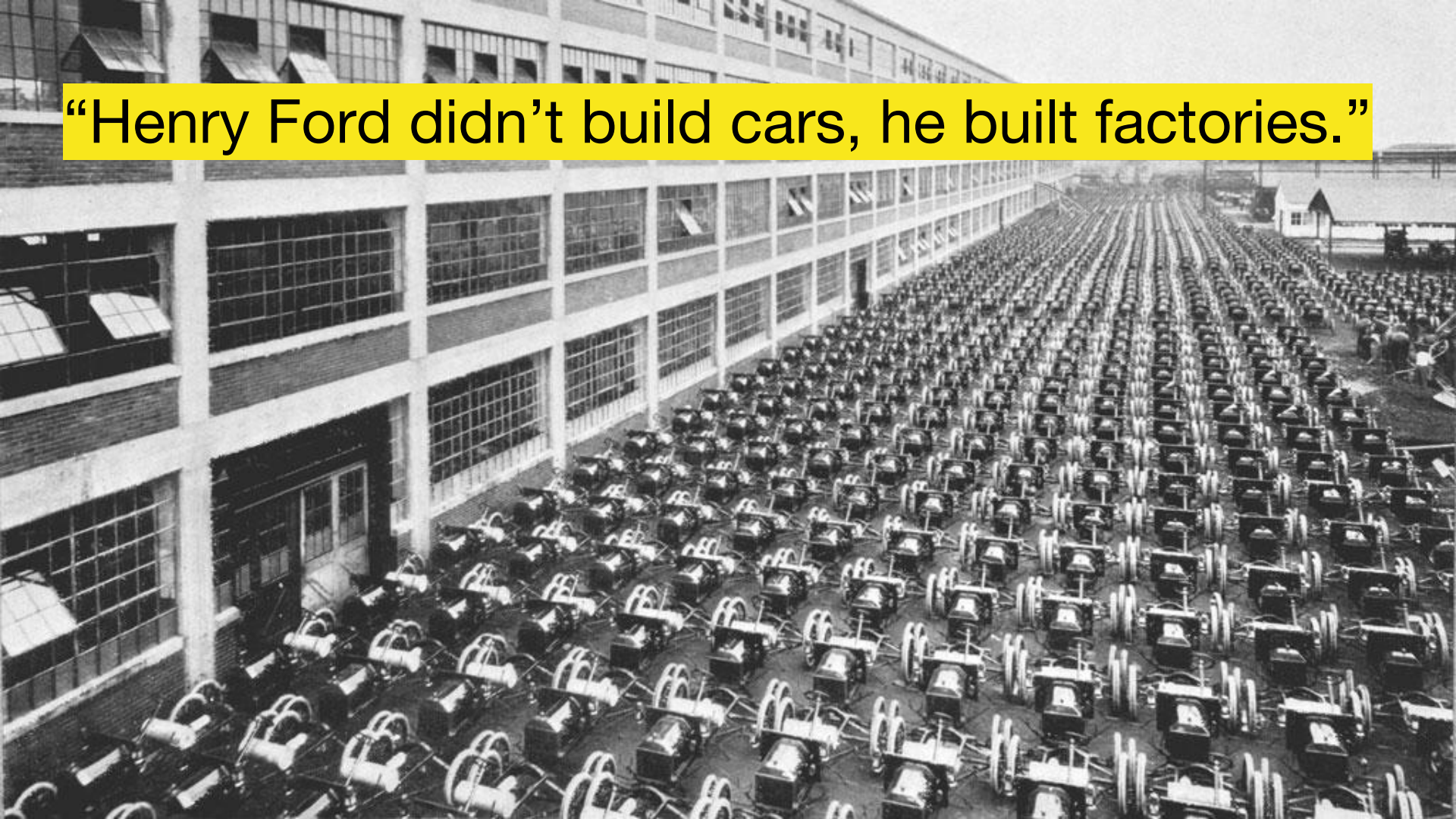
“Patience is not simply the ability to wait - it's how we behave while we're waiting.”

Joyce Meyer

Now what?

Recap

Build a culture for change
Strategic Partners in Library Visioning
We all have a responsibility to lead change


“Henry Ford didn’t build cars, he built factories.”

References:

Crook, L., & Lowe-Wincentsen, D. (2011). *Mid-career library and information professionals: A leadership primer*. (Chandos Publishing Online.)

Slide 5 Image: https://upload.wikimedia.org/wikipedia/commons/8/86/First_flight2.jpg

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Slide 10 Image: World Class Traffic Jam https://flic.kr/p/cmJa3q

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References:

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