

Succession planning in small libraries

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Concern for the need for "succession planning"

 Preparing for staff turnover, even when that staff member is just you

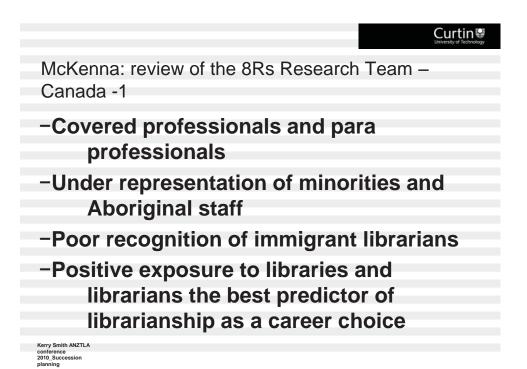
Ensuring leadership continuity

•Ensuring the continuity of the information service itself

•What will your library be like in the next,

say, 5 – 10 years?

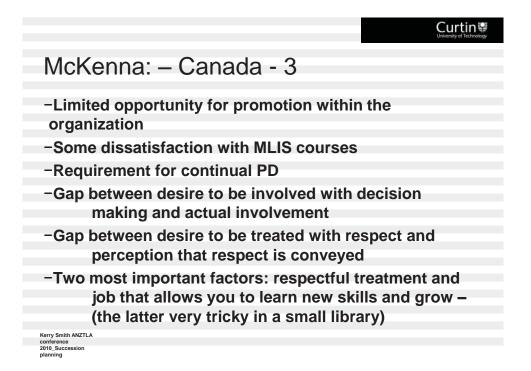
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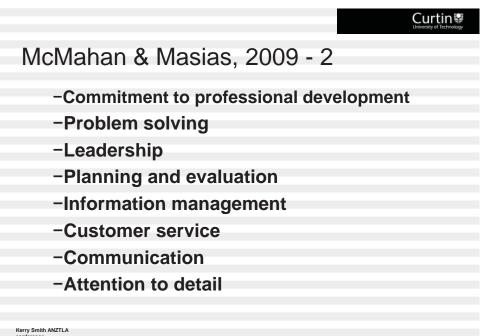
The ANZTLA EJournal, No.5 (2010)

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McKenna: – Canada -2 -Average age of new librarian recruits is 37 -Major barrier to recruit were: budget constraints, -hire freeze, -difficult to fill competencies (leadership potential, ability to respond flexibly to change, ability to handle high volume workload). -Librarians are mostly satisfied with their work -Workload often not manageable

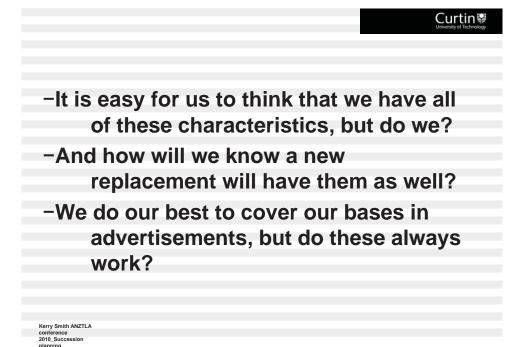


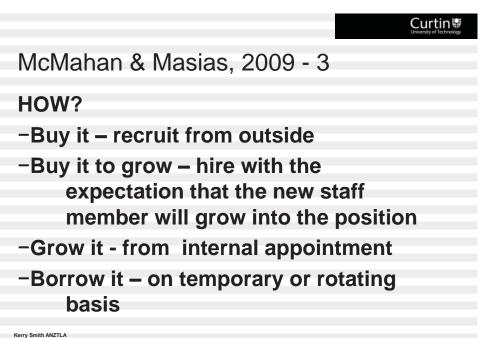




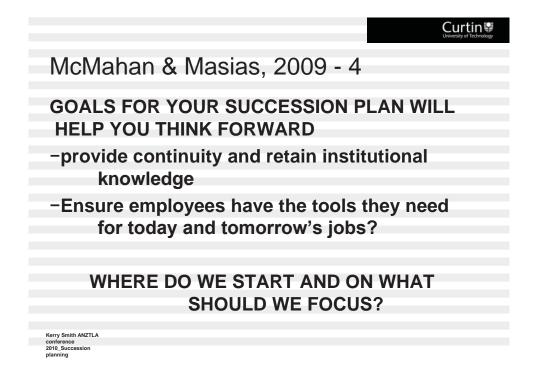
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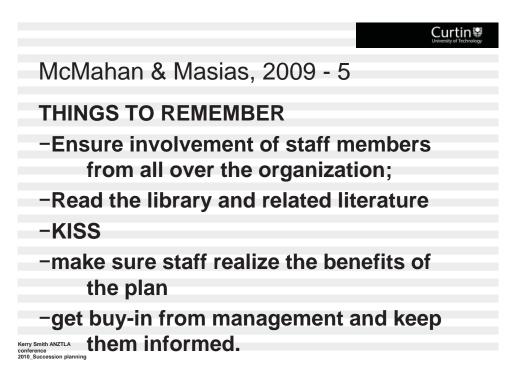
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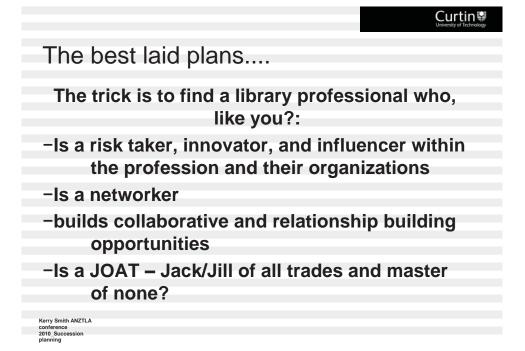


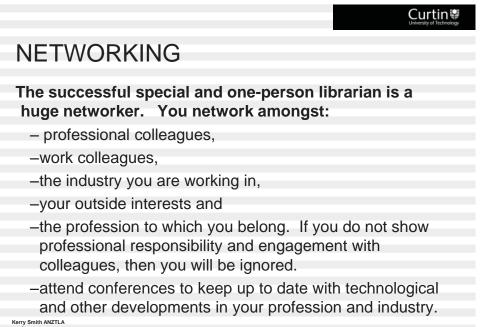


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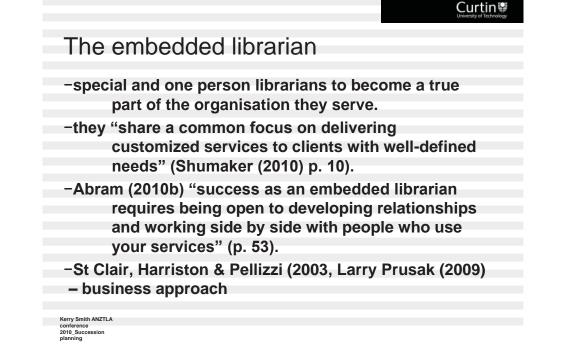




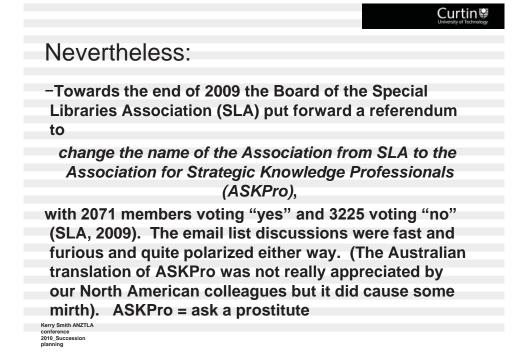
Abram (2010) believes that

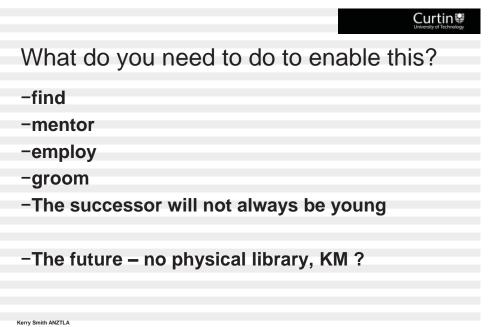
-Special librarians are more about communicating the value of the individual professional and the profession than the actual physical library (although that can be a part of it). It can be all about the personal and the professional relationship of trust and respect with your management, end-users and colleagues and that isn't always measureable while it can still be very powerful! (n.p.).

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