

Succession planning in small libraries

Associate Professor Kerry Smith Department of Information Studies

Kerry Smith ANZTLA conference 2010_Succession planning



Concern for the need for "succession planning"

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

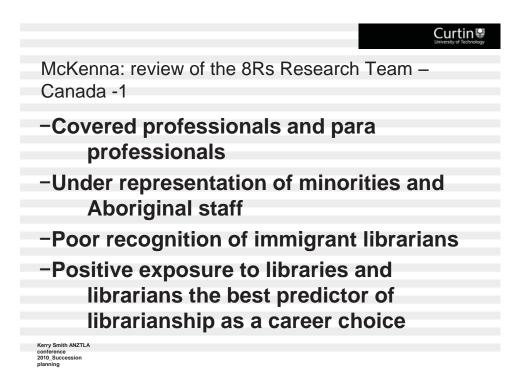
Ensuring leadership continuity

•Ensuring the continuity of the information service itself

•What will your library be like in the next,

say, 5 – 10 years?

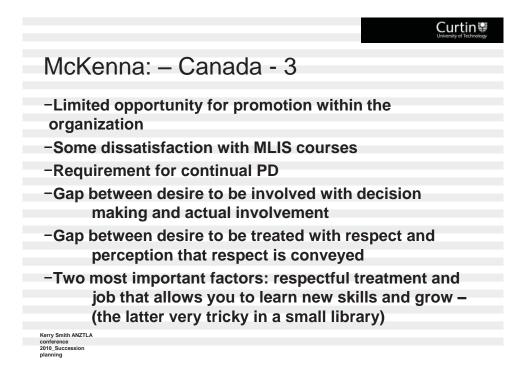
Kerry Smith ANZTLA conference 2010_Succession planning



The ANZTLA EJournal, No.5 (2010)

Curtin 9

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

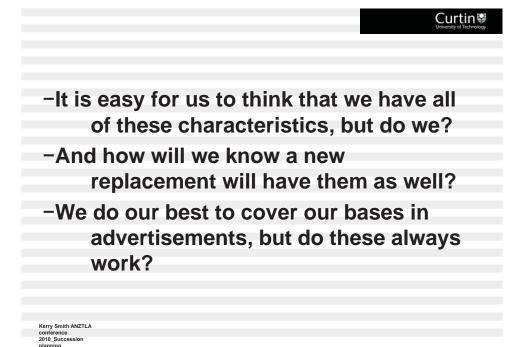


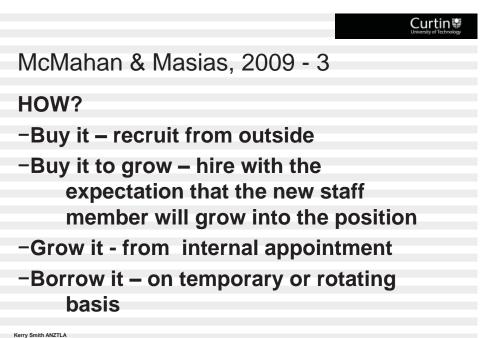




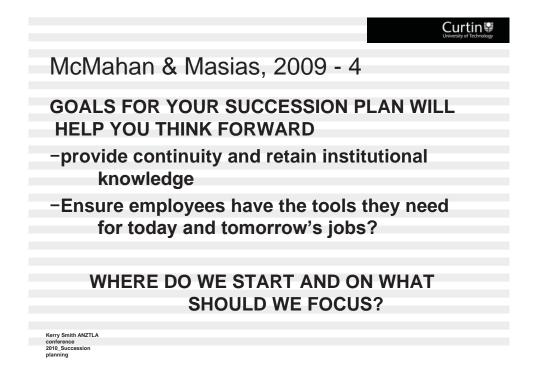
conference 2010_Succession planning

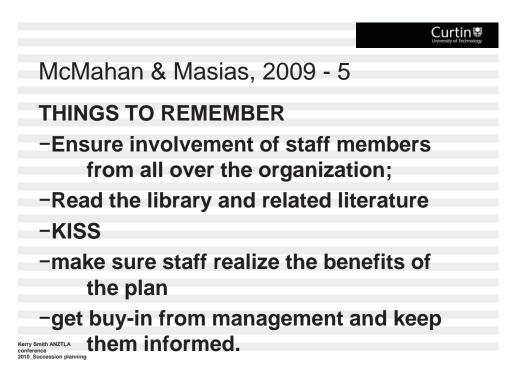
ADDUCTOR

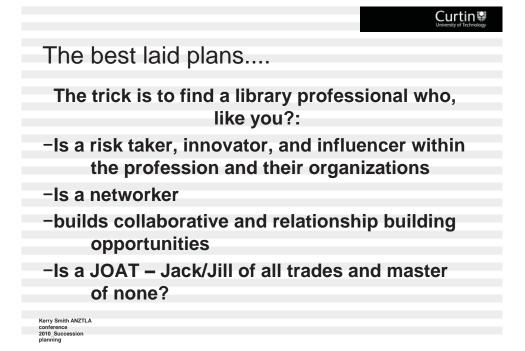


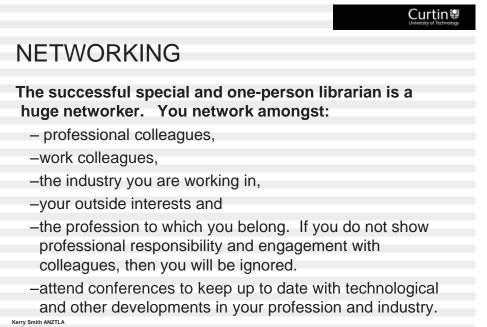


conference 2010_Succession planning







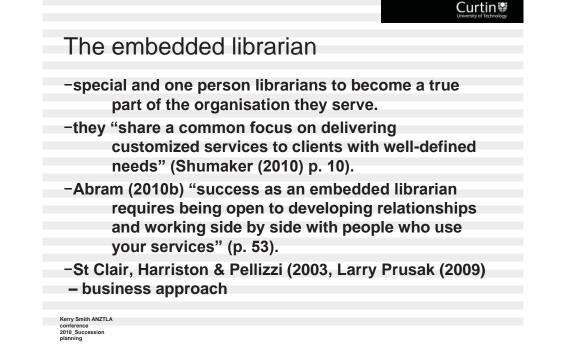




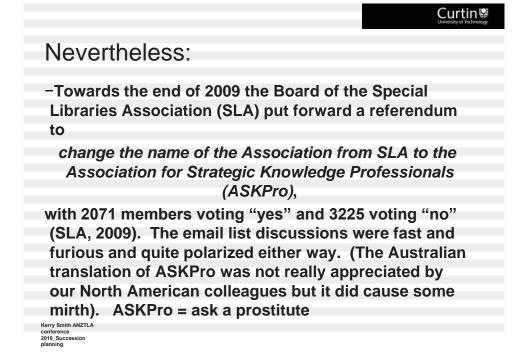
Abram (2010) believes that

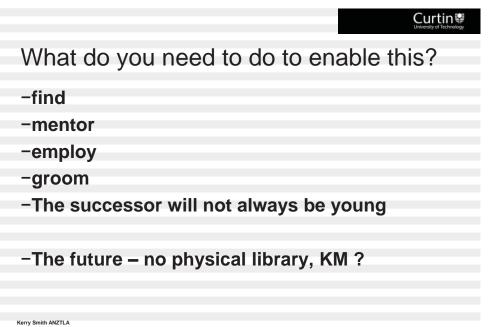
-Special librarians are more about communicating the value of the individual professional and the profession than the actual physical library (although that can be a part of it). It can be all about the personal and the professional relationship of trust and respect with your management, end-users and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

Kerry Smith ANZTLA conference 2010_Succession planning









References
Abram (2010). Value of special libraries. Retrieved April 8, 2010 from http://stephenslighthouse.com/2010/04/07/value-of-special-libraries/
Hallam, G. (2010, March). Queensland government agency libraries review: Literature review. DPC Job reference number: DPC 45-09.
McKenna, J. (2007). Canadian library human resources short-term supply and demand crisis is averted, but a significant long-term crisis must be addressed. <i>Evidence Based Library and Information Practice</i> , 2(1), 121-127.
McMahan & Masias, 2009). Developing a succession plan for a library. <i>Information Outlook, 13</i> (7), 29-32.
Prusak, L. (2009, December). You can never have too much knowledge. <i>Information Outlook, 13</i> (8), 11-13.
Shumaker, D. (2010, January/February). A wide range of approaches. Information Outlook, 14(1), 10-11.
St. Clair, G., Harriston, V., & Pellizzi, T.A. (2003, June). Toward world-class knowledge services: Emerging trends in specialized research libraries. Part One: the Management Perspective. Information Outlook, 10-12, 14, 16, 18.
Kerry Smith ANZTLA conference

conference 2010_Succession planning