

All Tradition is Change





Stockholm

- Capital of Sweden
- 800 000 Inhabitants

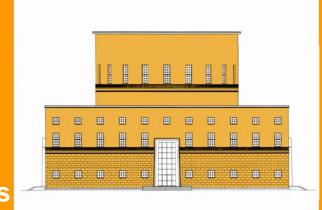






Stockholm Public Library

- Asplund Library
- •39 Branch Libraries & The Children's Mobile Library



- •The International Library with media in 120 languages. Also serves as a national resource center
- The Library on the webb: www.biblioteket.stockholm.se

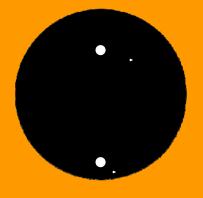


Stockholm Public Library





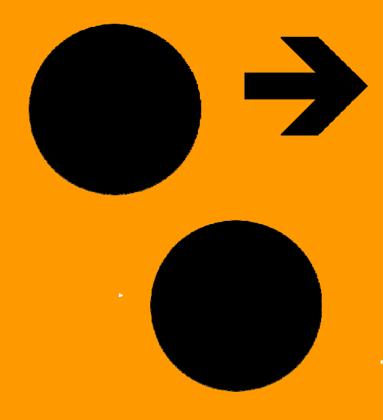






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What we had:

- Focus on the Collections
- Little Cooperation both Internally and externally
- Small Opportunities for the Staff to work with new tasks or with new target groups
- Not so much real User Influence

What we want:

- Focus on the User
- User Driven Innovation
- Cooperation
- Flexibility
- A Learning
 Organization where people dare to try and dare to both fail and succeed





Learning, Reading and Lending

Biblioteket/struktur



Enhetschef

- Budget- och verksamhetsansvar Rekrytering
- Arbetsmiljöansvar
- Ansvara för fastighetsfrågor, lokale Strategiskt utvecklingsarbete, nkl nytt Stadsbibliotek Ansvarig för APT

Stab

- Daglig bemanning Ekonomi, ansvar
- kassarutin - Personaladministration



Sektionschef

Amnesområden enligt program

Delegerat budget och verksamhetsansvar, medverkar vid APT



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arbete med mediefrågor, inköpsprofiler, inköpspolicy och medieplanering.

2-3 arbetslag

LÄRA Huvudinriktning:



LÄSA

Huvudinriktning:

Samordning och utveckling av bibliotekets arbete med att utveckla läslust och språkutveckling för barn, unga och vuxna. Uppdraget omfattar såväl skön- som facklitteratur, fysiska och virtuella rum med kommunikation och samtal i fokus.

2-3 arbetslag



Samordning och utveckling av bibliotekets pedagogiska verksamhet och utveckling av fysiskt och virtuellt biblioteksstöd för människor i lärande. Utveckling av Stadsbibliotekets samarbete med förskolor, skolor, studieförbund och vuxenutbildning.











Three Sections

Reading: Focus on reading, fiction and non-fiction, on the webb. The Library as a Meeting Point. Events

Lending: focus on media, aquisitions, technical and logistic issues for better service

Learning: Focus on Life Long Learning, cooperation with pre-schools, schools and others that work with Learning

Bridging the Gap

Management: Visions, Plans for the Future, Ideas ...

Staff: Realities, Everyday Activites, Lack of Resources

We have to share "realities" – to make sure the visions come true through encounter between people and people and people and media

Everything is change!

People are moving and so are ideas, societies, libraries.

Connection, participation, sharing, networking.
Attitudes

But the Core Mission of the Library is still to make information and experiences available for all, regardeless of income, background, education.

To come further all changes have to relate both to the vision and to the everyday life at the Library.

The Value of the Library is not in the vision it self, but in every encounter between staff-user, user-user, user-media

Activities to bridging the gap

Process Mapping

To discuss what we are doing, why we do it and how we do it. And to describe every main activity in a process map

Approach and Attitude to the Library user

To ensure good quality in every meeting with the need of the user in focus, not the Library/the organization of the Library

Values

Words that describe our vision and ideas as guidelines for external and internal meetings. **Words that we share**. To make it possible for the staff to make their own decisions and to take responsibility for good meetings of high quality

In ten years ...

Asplund + Delphinium = True

An Organization that is well prepeared to meet the demands and challenges of that time and of the future

