

# Striving for Success: Unleashing the Power of Potential through CPD

Webinar: "Employers and Employees: Key Players in Continuing Professional Development"

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# Striving for Success: Unleashing the Power of Potential through CPD

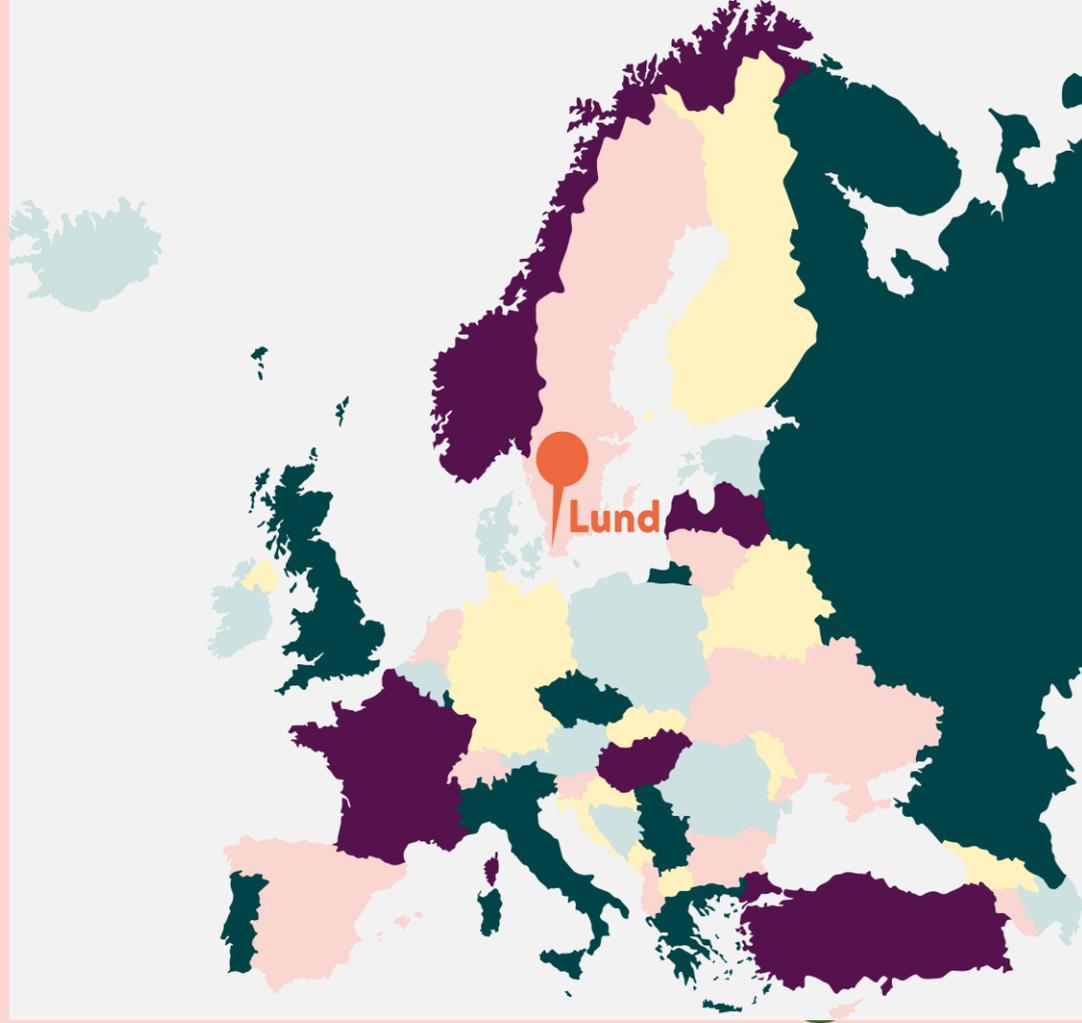
Agenda:

- Introduction
- Why?
- Continuing Professional Development
- Part of the strategy
- What and how for the future!



# Lund

- One of the oldest cities in Scandinavia with one of the 100 highest-ranking universities in the world
- Part of Greater Copenhagen
- Growing with around 130 000 inhabitants



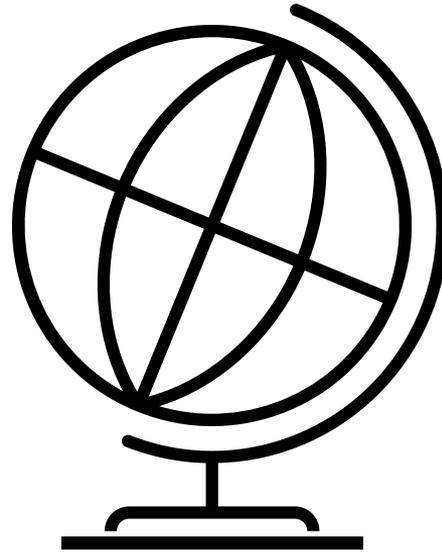
# Why do we need to change?

We live in a time which is characterized by a high degree of disagreement and uncertainty about what the future looks like.



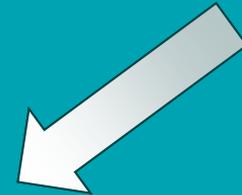
# Our surrounding world

- Changing – flexible and fast
- Innovation and development
- New behaviors and expectations - inclusive, participative, transparent



## 8. Highlight - Opportunity

**We want to be less bureaucratic,  
inflexible and resistant to change**



**We need to challenge current structures  
and behaviours**

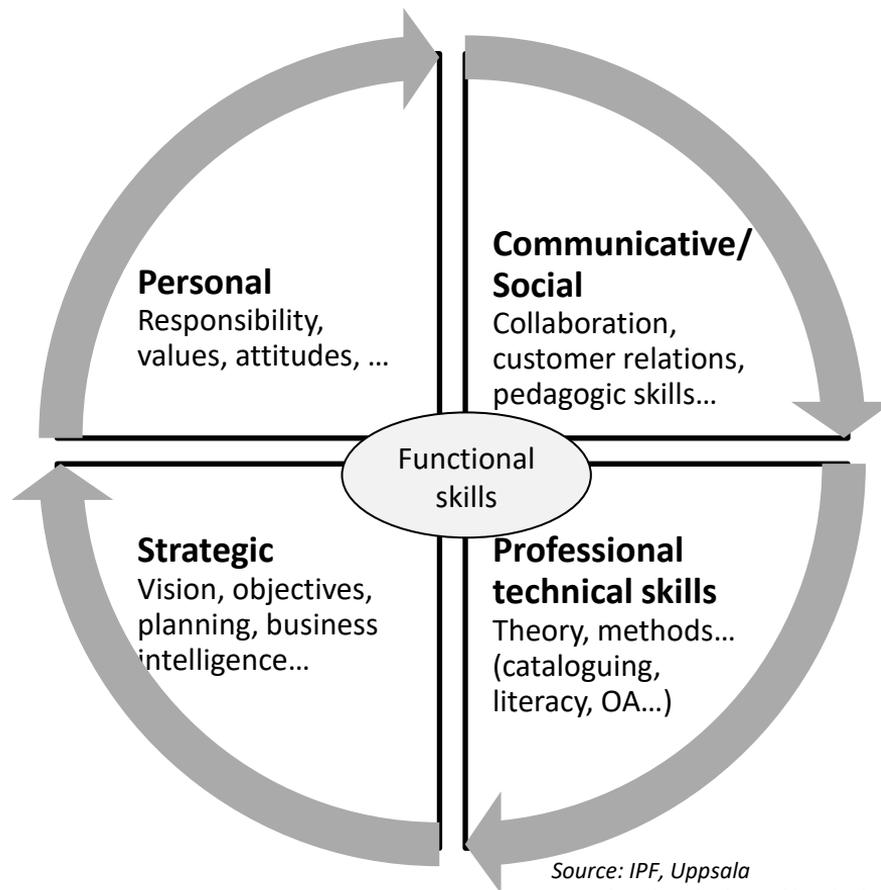


## Competence and CPD

Competence - the knowledge, skills, personal qualities and motivation required of employees in order for them to succeed in their assignments.

Competence development – efforts made with the aim of improving both knowledge and the ability to use it.

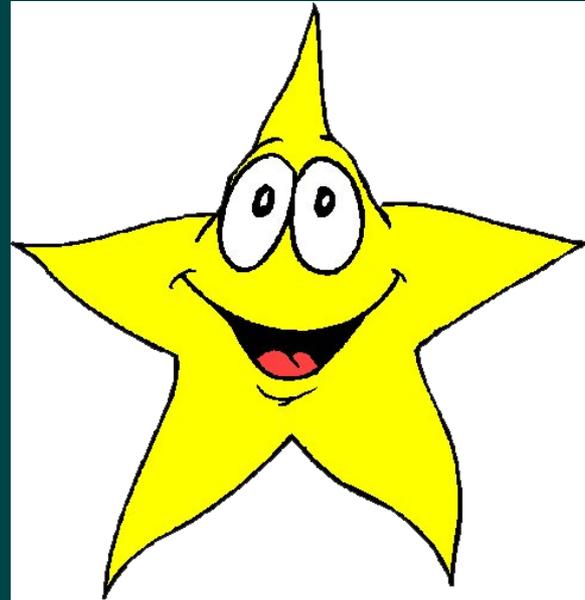
# Competence Wheel



Source: IPF, Uppsala  
Translated and adapted by: C Isberg

# Professional development from a library perspective

- Develop the business and the library workforce to support the local community and the 21st century users
- Need to work in new ways – become more dynamic and increase interaction
- Make use of the full potential of the staff
- Fulfill local, national, international strategic directions, visions and needs



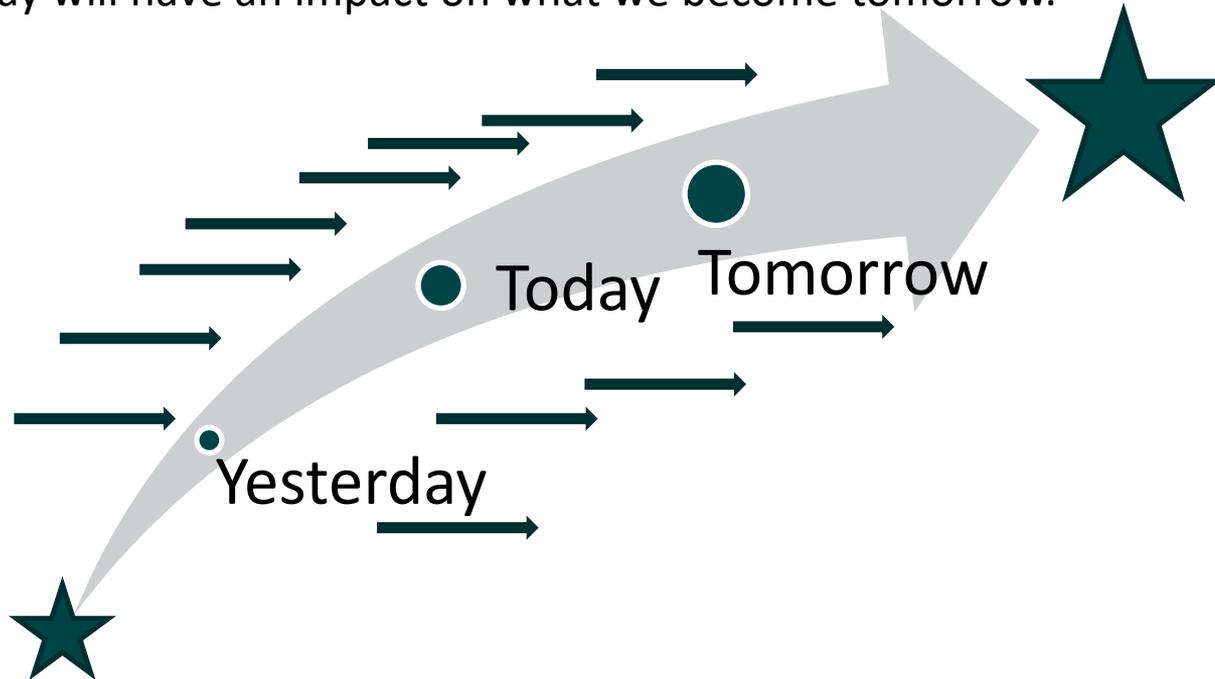
# CPD from an individual perspective

- Develop global library workforce to support 21st century users and the local community
- Develop skills, personal qualities and motivation required to succeed in the daily work
- Help develop the individual's career and professional development and develop the understanding of this
- Give everyone a voice!

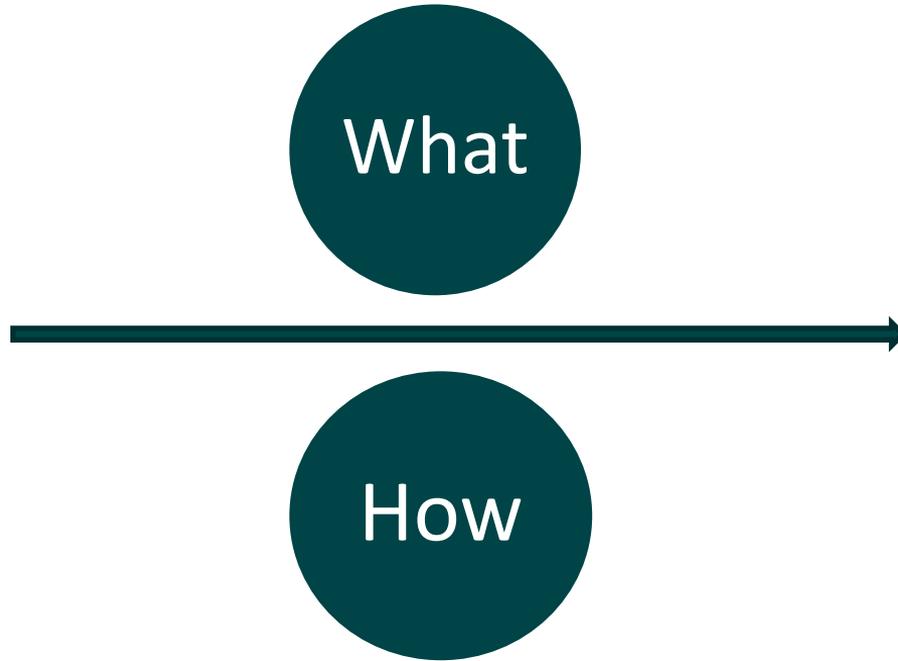


# It's part of our development journey

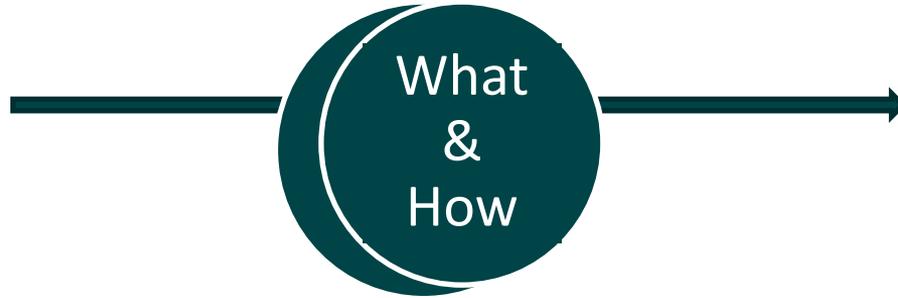
What we were doing yesterday has made us into what we are today. What we do today will have an impact on what we become tomorrow.



# Continuous Professional Development



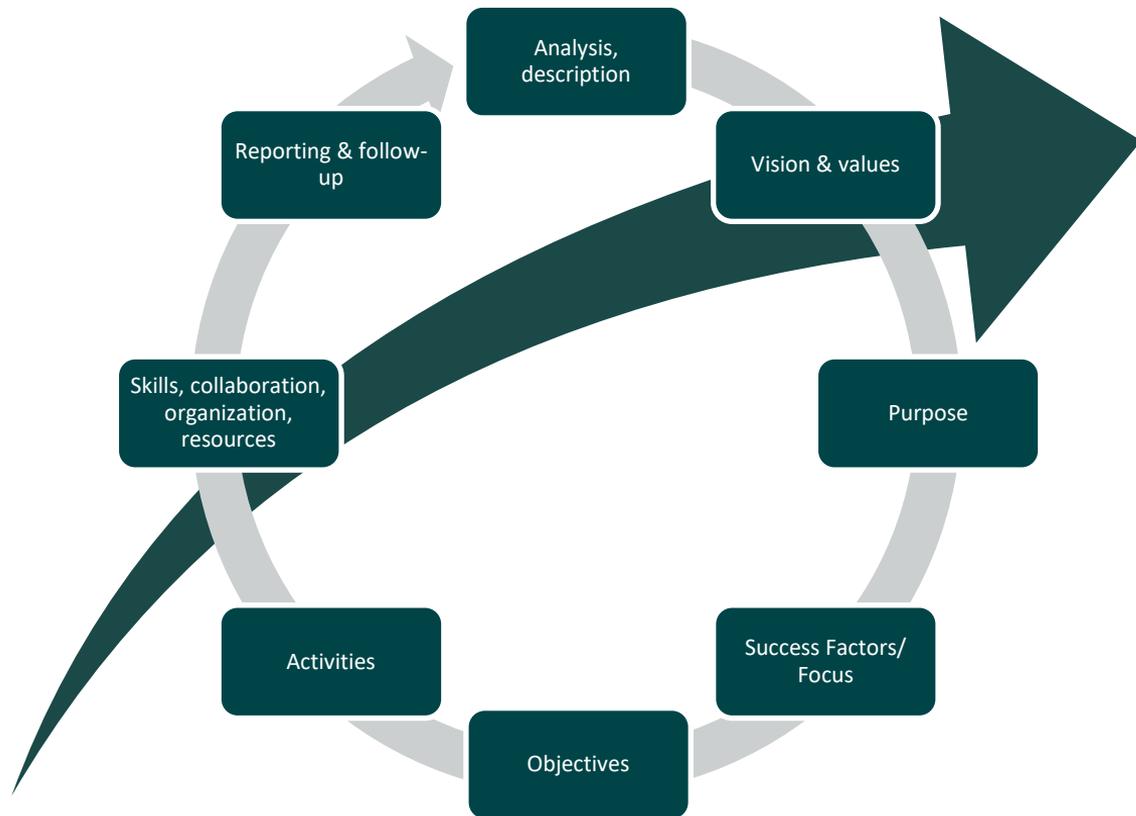
# Continuous Professional Development



A more holistic view of the work we do, and a better understanding of my own role and my skills, as well as those of my colleagues.

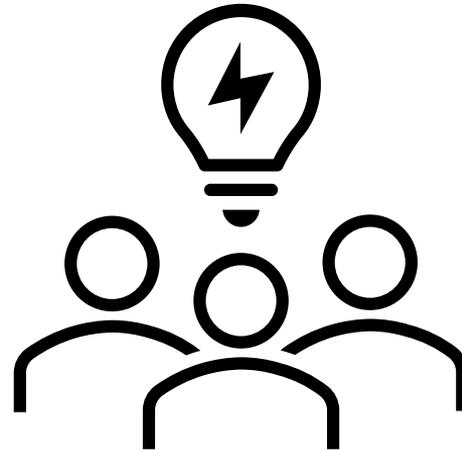
# It starts with the strategic plan

## Include all staff in the planning!



# To move us forward, all employees need to:

- Have a focus on the needs of those we are there for
- Prioritizes and sets clear goals
- Learn from each other, test new ways of working and try new solutions



## 10. Highlight - Opportunity

**Our young professionals are deeply committed and eager to lead**

**We must give young professionals effective opportunities to learn, develop and lead**

*IFLA Global Vision*

# All part of the plan!

- Recruitment process
- Introduction
- Professional Development
- Workplace Learning



- Objective
- Choose which kind of initiatives to be used
  - Team building and group development
  - Mobility in the organization
  - Try other tasks
  - Shadow a colleague
  - Mentorship
  - Tutoring individually or in groups
  - ...
- Plan and execute
- Follow up

## CPD and workplace learning



# Unleashing the Power of Potential through CPD

...in a time which is characterized by a high degree of disagreement and uncertainty about what the future looks like.

# Handle uncertainty



# Trust-based governance and management

...defined as governance, culture and working methods with a focus on the purpose of the business and the citizen's needs, where each decision level actively works to stimulate collaboration and an holistic perspective, build trusting relationships and ensure that the employee **can, wants and dares** to help the citizen

*Source: The Swedish Delegation of Trust*



# Trust-based management



- Dialogue
- Knowledge and skills
- Opens up for participation, influence and responsibility
- Use the creativity of employees

A clear structure paves the way for this, the rest is created by the culture of the organization.

*Source: The Swedish Delegation of Trust*



# Guiding principles

- Trust - and have positive expectations
- Focus on the Citizen – their experience and knowledge, understand what is needed
- Comprehensive/holistic view – everyone take responsibility for the whole
- Space for action – delegate powers and mandates, welcome co-decisions
- Support – close to the core business.
- Knowledge – reward continuous learning
- Openness – share information, welcome dissent and respect criticism



Source: The Swedish Delegation of trust



LUNDS  
KOMMUN

# Develop the workplace culture

- Make room for new initiatives
- Work in new ways
- Ok to make mistakes
- Openess and transparencey
- Power – empower!
- Build trust



# Challenge, inspire and support so others can succeed

Be brave – open, transparent, honest  
and develop a learning culture where  
everyone learn from mistakes



# Libraries for the future!

- Shifting values
- Attitudes
- Behavior
  
- Has impact on our services
- Need for strong development



## Further reading



The resilient public library: Understand and reflect on own practice.

Magnus Lindén, Catharina Isberg, Ulrika Westrup, and Alina Lidén

Journal of Librarianship and Information Science, 2023, Online First

<https://doi.org/10.1177/09610006231200897>

Delegation of Trust, Sweden

<https://tillitsdelegationen.se/>

# Strive for Success: Unleash the Power of Potential through CPD

Together we create the libraries for the future!

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# Two questions for the Q&A session



- Make use of all the competence within the workplace:  
How can you ensure that you really let everyone contribute to the work?
- Make use of the full potential:  
How can you let go of control and make sure you empower your staff/colleagues and let them come up with their own solutions?

