



**CONTINUING PROFESSIONAL
DEVELOPMENT & WORKPLACE
LEARNING**

UPDATE

CPDWL

*Newsletter of the **Continuing Professional Development
& Workplace Learning** Section #43 of the
International Federation of Library Associations and Institutions*

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Standing Committee, Officers & Corresponding Members

Responsibilities

CPDWL Standing Committee, Office Bearers & Corresponding Members (revised October 31,2015)

NAME	ADDRESS & CONTACT NUMBERS	TERM	RESPONSIBILITIES
Officers			
Catharina Isberg Co-Chair	Library Director Helsingborg City Libraries Stadsparken, 251 89 HELSINGBORG, Sweden Tel. +46 42-10 34 60 Email: cathis.isberg@gmail.com	2nd term 2015-19	Oversee strategic direction and revision of Strategic Plan. Section representative at Coordinating Board meetings.
Ewa Stenberg Co-Chair	Librarian Malmo University Library Malmo University, Orkanen Library MALMÖ 205 06 Sweden Tel..+46 (0) 40-6658304 ewa.stenberg@mah.se	1st term 2013-17	Oversee strategic direction and revision of Strategic Plan. Section representative at Coordinating Board meetings
Vivian Lewis Secretary	Acting University Librarian McMaster University Library Mills Library, Room 204 McMaster University HAMILTON, Ontario L8S 4L6 Canada Tel: +1 (905) 525-9140, ext. 23883 lewisvm@mcmaster.ca	1st term 2013-17	Organise committee meetings and manage agenda/minutes.
Standing Committee Members			
Mary S. Laskowski Information Coordinator	Head, Collection Management Services Associate Professor, University Library University of Illinois Urbana-Champaign 1408 W. Gregory Drive URBANA, Illinois 61801 USA Tel. +1 (217) 244-3771 mkschnei@illinois.edu	1st term 2015-19	Manage website. Provide information to IFLA website coordinator Member of communication group
Juanita Jara de Súmar Newsletter Editor	Liaison Librarian (Retired) McGill University Library Home: 55, St. Sylvestre #106 LONGUEUIL, Quebec, J4H 2W1 Canada Tel: +1 (450) 674-1646 Email: juanita.jaradesumar@mcgill.ca	1st term 2013-17	Edit and produce two newsletters per year Member of communication group Translate CPDWL documents into Spanish
Eileen Breen	Executive Publisher Emerald Group Publishing Limited, UK Email ebreen151520@btinternet.com	1st term 2013-17	Member of communication group
Rebecca Brown	Trainer/Curriculum and Content Spec. National Library of Medicine Training Center. Spencer S. Eccles Health Sc.Library University of Utah, 10 North 1900 East SALT LAKE CITY 84112-5890 USA Tel:+1 (913) 232-7595 rebecca.brown@utah.edu	1st term 2013-17	
Jane Dysart	Partner, Dysart & Jones Associates 47 Rose Park Dr. TORONTO, Ontario M4T IR2 Canada jane@dysartjones.com	1st term 2015-19	
Matilde Fontanin	Librarian Università di Trieste, Biblioteca della sede di Gorizia Via Alviano, 18 34170 GORIZIA (GO) Italy Tel. +39 (0481) 599263 Email: fontanin@pug.units.it	2nd term 2013-17	Cleveland Satellite program coordinator

Loida Garcia-Febo	President, Information New Wave PO Box 90789 BROOKLYN, NY 11209. USA Tel. +1 (646) 470-5190 Email: loidagarciafebo@gmail.com	2nd term 2015-19	Webinars
Almuth Gastinger	Senior Academic Librarian. NTNU University Library Høgskoleringen 1 7491 TRONDHEIM Norway almuth.gastinger@ub.ntnu.no	1st term 2015-19	
Gillian Hallam	Adjunct Professor LIS Science and Engineering Faculty Queensland University of Technology GPO Box 2434 BRISBANE Qld 4001 Australia Tel. +61 (0) 423 373 547 g.hallam@qut.edu.au	1st term 2015-19	
Sandy Hirsh	Professor and Director, School of Library and Information Science San Jose State University, SAN JOSE, CA 95192-0029, USA Tel. +1 (408) 924-2491 Email: Sandy.hirsh@sisu.edu	1st term 2013-17	
Holly Hubenschmidt	Head of Instruction, Liaison and Reference Services Webster University Library Webster Groves Main Campus USA Email: hollyh@webster.edu	1st term 2015-19	
Anne Lehto	Director Tritonia Academic Library 65200 Vaasa Finland Tel. +358 (29) 449 8500 Email: anne.lehto@triton.fi	2nd term 2013-17	
Cindy Lombardo	Deputy Director, Chief Operations Officer Cleveland Public Library 325 Superior Ave CLEVELAND, OH 44114 USA Tel: +1 (216) 623-28781 cindy.lombardo@cpl.org	1st term 2013-17	Cleveland Satellite logistics coordinator
Mary-Jo Romaniuk	Associate University Librarian & Adjunct Professor, School of Library and Information Studies University of Alberta EDMONTON AB T6G2J8 Canada Tel. +1 (780) 919-0172 Email: mary-jo.romaniuk@shaw.ca	2nd term 2013-17	
Nadia Temmar	Sous-directrice, Bibliothèque Ecole Supérieure de Banque BP 156 Bouzaréah, ALGER Algérie Tel & fax +213 23 23 67 53 nadiatemmar@yahoo.fr	1st term 2015-19	
Wilhelm Elinatse Uutoni	University of Namibia. Private Bag 13301 WINDHOEK Namibia Tel: +264 61 206 3844 wuutoni@unam.na	1st term 2015-19	

Corresponding members, consultants and other roles			
Mary L Chute	State Librarian New Jersey State Library PO Box 520 (185 West State Street) TRENTON, NJ 08608 USA 609 278-2640 Ext 101 mchute@njstatelib.org		Consultant
Mary Ellen K. Davis	Executive Director Association of College & Research Libraries United States Email: mdavis@ala.org		Consultant
Monica Ertel	Director, Global Information Services Bain & Company One Embarcadero Center #3600 SAN FRANCISCO CA 94901 USA Tel. +1 (415) 6271352 Email: monicaertel@yahoo.com		Consultant
Lawrence Abraham Gojeh	Department of Information Science Jimma University P.O.Box 378, JIMMA, Ethiopia Email: lawrencegojeh786@gmail.com	1st term 2015-17	
Svetlana Gorokhova	Head, International Cultural Center M.I. Rudomino All Russia State Library for Foreign Lit. Russian Federation Email: svetagorokhova@gmail.com	1st term 2015-17	
Ulrike Lang	Head of Education + Training Dept. State and University Library Von Melle Park 3 D-20146 HAMBURG Germany Tel. +49 (40) 428385696 . Email: lang@sub.uni-hamburg.de	1st term 2015-17	Cleveland Satellite Overall Coordinator
Lydia Namugera	Makerere University P.O. Box 7062 KAMPALA, Uganda Email: lydianamugera@gmail.com	1st term 2013-15	
Susan Schnuer	Associate Director University of Illinois, Mortenson Center 1402 Gregory Drive, Room 142 URBANA, Illinois 61801 USA. Tel. +1 (217) 3330031 Email: schnuer@illinois.edu	1st term 2013-15	Satellite Guide
Jana Varlejs	Associate Professor Emerita, Rutgers School of Communication & Information Home: 612 S. First Ave., HIGHLAND PARK, NJ 08904 USA Tel. +1 (732) 846-6850 Email: varlejs@rutgers.edu		Consultant Update CPD quality project



**Continuing Professional
Development and Workplace
Learning Section**

Letter from the co-Chairs



Catharina Isberg



Ewa Stenberg

Dear colleagues, members and friends of CPDWL,

This is the last newsletter before the **WLIC 2016** in Columbus, Ohio, USA. Our section is preparing CPD-focused contributions for the library community who will participate in the programs of the Ohio Congress. See more details later in this newsletter.

Every two years it is possible to apply to serve on the standing committee of an IFLA Section, and every two years some of the members must leave because their term comes to an end. During the WLIC standing committee meetings in Cape Town 2015 we were happy to welcome the new members that joined the CPDWL standing committee. New ideas and impulses together with experiences from previous work in the Section, form a very good platform for the things we can do in CPDWL. Next year there will be a new possibility to be nominated as a standing committee member. Please see the IFLA web page for information on how to become a standing committee member <http://www.ifla.org/officers-corner/sc-nomination>

The revised Quality Guidelines document *Continuing Professional Development: Principles and Best Practices* was sent to the IFLA Professional Committee for endorsement to become an IFLA guideline. The IFLA CPD guidelines has now been published. Indeed something to celebrate!

The IFLA HQ was approached by Public Libraries 2020 in Brussels early this year seeking partnership with them and others, in a EU funded proposal related to skill gaps in librarianship. The application process for an Erasmus project is ongoing and will be decided before the end of the year. The CPDWL Section, with Susan Schnuer in lead, is representing IFLA in this project. The Erasmus project involvement is a new way to work for CPDWL and strategically very interesting.

The much appreciated and well attended webinars hosted by CPDWL together with the New Professionals Special Interests Group (NPSIG) continue. The next webinar will be in July, dealing with Information Literacy. Read more about the webinars in Loida Garcia-Febo's article in this newsletter.

We are very sorry to inform you that this year's CPDWL Satellite Meeting, planned for Cleveland, Ohio August 10-12 is cancelled. Please read more in the next item of this newsletter.

During IFLA WLIC in Columbus, Ohio, CPDWL will conduct a workshop on the updated *IFLA Guidelines for CPD*, mentioned above. This workshop will introduce participants to the Guidelines and help them to utilize the *Guidelines* in their own context. We invite you to join the workshop with collegiate roundtable discussions, where you will have the chance to share your ideas and to shape your

own professional future! The workshop is #109 in the WLIC program and will take place Monday August 15 at 13:45 – 15:45.

CPDWL will also be involved in two joint sessions during WLIC. SET and CPDWL will offer session #124 about E-learning on Tuesday August 16 at 09:30 – 12:45. And a Knowledge café on *Continuous Learning in Libraries & their Communities*, session #204, will be presented in collaboration with KM and IFLAPARL on Thursday August 18 at 08:30 – 10:30. Make sure not to miss these two highly topical sessions too!

The standing committee meetings during the IFLA conference are always open to all interested colleagues. Therefore, if you are attending the IFLA conference in Columbus, you are welcome to attend as an observer, the following meetings:

Session #029, Saturday August 13 at 12:30-15:00 in room C113-114

Session #170, Wednesday August 17 at 9:45-11:15 in room C223

Please keep up to date with the latest CPDWL activities by joining our Facebook group, visiting our blog or the CPDWL web page. We are always happy to receive ideas, comments and feedback related to the CPDWL Section work, so do not hesitate to contact us via the websites mentioned, or directly to our personal emails.

Enjoy reading this newsletter. All the best, we hope to see you all in Ohio in August!

CPDWL co-chairs,

Catharina Isberg
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Ewa Stenberg
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Join CPDWL !

Satellite Pre-Conference in Cleveland, Ohio Cancelled

Transforming Libraries: What does this mean for continuing professional development and workplace learning?

We are very sorry to inform you that the CPDWL satellite meeting in Cleveland, *Transforming Libraries: What does this mean for continuing professional development and workplace learning?* is cancelled. Based on registration numbers, the planned attendance was not sufficient to allow the satellite to succeed.

We deeply regret this decision, and want to thank the satellite committee for all the hard work and commitment they have put into the planning. We also apologize for the trouble this will cause several of you, having to change travel arrangements and other things.

All papers that are finalized will be prepared for publication if desired, even though the satellite is called off.

The good work in the CPDWL section continues. We hope to learn from this experience and look forward to future collaborations with all colleagues interested in continuing professional development.

Catharina Isberg and Ewa Stenberg, CPDWL co-Chairs

CPDWL program during the 2016 Congress in Columbus, Ohio

Standing Committee Meetings

The first meeting will take place on Saturday, August 13, from 12:30 to 3.00 pm. in room C 113-114. The second meeting will be on Wednesday, August 17, from 9:45 to 11:125 am.

Guidelines for Continuing Professional Development: Principles and Best Practices

On **Monday, August 15, from 1:45 to 3:45 pm** CPDWL presents the newly approved [Guidelines](#) in a workshop conducted by Gillian Hallam, Ewa Stenberg and Jana Varlejs. This will take place in room C220-222

All about E-learning towards: Connection. Collaboration. Community Joint Session presented by Continuing Professional Development and Workplace Learning and Education and Training sections

On **Tuesday August 16 from 9:30 am to 12:45 pm.**, in room C210-212, CPDWL and the SET will present a session on *e-learning* featuring eight presenters from Saudi Arabia, United States, Japan, India, Turkey, Nigeria and Philippines. The session will be presented by Suzanne Samir (SET) and Sandra Hirsh (CPDWL). Links to the final papers are being posted in the Conference program as they are received by IFLA.

Knowledge café: Continuous Learning in Libraries and their Communities. Joint Session presented by Continuing Professional Development and Workplace Learning, Knowledge Management and Library and Research Services for Parliaments sections

Our final event takes place on **Thursday August 18 from 8:30 to 10:30 am.** This Knowledge Café will be chaired by Monica Ertel, Bain & Company, U.S. (CPDWL), Jane Dysart, Dysart Jones, Canada (KM and CPDWL) and Karin Finer, European Parliamentary Research Service, Belgium (IFLAPARL). Eleven topics will be up for interactive discussion by the participants. You can see the full list of topics and the facilitators in the Conference program.

[CPDWL Blog](#)

[CPDWL on Facebook](#)

[CPDWL on twitter](#)

IFLA Guidelines for Continuing Professional Development: Principles and Best Practices

The Continuing Professional Development *Guidelines* have just been officially endorsed by IFLA. This document is an update of the original edition (2006) and includes an expanded literature review which reflects additional international literature. A big THANK YOU and congratulations to **Jana Varlejs** for giving the profession this extraordinary and priceless contribution.

The *Guidelines* can be consulted at <http://www.ifla.org/publications/node/10532> .



International Federation of
Library Associations and Institutions

IFLA Guidelines for Continuing Professional Development: Principles and Best Practices

Written by:

Jana Varlejs, with input from Vivian Lewis, Susan Schnuer, Juanita Jara de Sumar of the Continuing Professional Development and Workplace Learning (CPDWL) Section

Second edition of:

Continuing Professional Development: Principles and Best Practices, 2006

Publication date:

May 2016: Endorsed by the IFLA Professional Committee



Jana Varlejs, 2016

A Model CPD Program for Associations to Emulate

Jana Varlejs



The Australian Library and Information Science Association (ALIA) deserves kudos for its excellent policies and practices in support of its members' continuing professional development. Judy Brooker, ALIA's Director of Learning, was invited to give us feedback on the final draft of our [*Guidelines for Continuing Professional Development: Principles and Best Practices*](#) (endorsed by IFLA's Professional Committee in May 2016). Her comments on the draft and ALIA's website testify to the strong commitment to the importance of ongoing education for Australian librarians. Professional association representatives in IFLA will find it well worthwhile to study ALIA when looking for a model to emulate as they seek to implement CPD programs; see <https://membership.alia.org.au/pdinfo/professional-development>

Moreover, Judy Brooker's comments on our *Guidelines* provide evidence that the *Principles and Best Practices* are realistic and achievable. For example, when the Guidelines suggest the use of competency lists to help one to focus on needed learning, Brooker states that "ALIA supports our Specialisation competencies with detailed Audit Skills Checklists to help identify specific gaps in knowledge."

Another example of the concurrence of the *Guidelines* and ALIA practice regards personal learning plans. Brooker comments that "ALIA has developed a Career Development kit for members to use to help with the creating of their learning plan." ALIA has a Professional Development Scheme which allows members to upgrade to Certified Professional.

Where the *Guidelines* put the responsibility for ongoing learning primarily on the individual practitioner, Brooker mentions that ALIA refers to the professional as "autonomous." "ALIA supports the undertaking of evidence based practice and encourages the development of practitioner researchers," and "We see it as the role of the professional to be able to assess quality programs." She says that ALIA agrees that the employer should allow time for learning during work hours, but "we encourage our members to undertake PD in their own time as well."

The *Guidelines* call for professional organizations to coordinate training in their areas of expertise and/or geographical region and promote collaboration in provision. Brooker comments, "ALIA Training e.g., provides targeted CPD by coordinating with our Higher and Vocational Educational institutions to provide short courses from within their exiting qualification courses." Another guideline asks associations to disseminate timely and accurate information about learning opportunities to their constituencies, and Brooker gives the example of ALIA's "monthly e-newsletter: 'PD Postings' that identifies current, worldwide, free, at your desk PD and links it to the ALIA PD Scheme and Specialisations."

The *Guidelines* section on the role of LIS education asks educators to motivate their students to continue learning after graduating, and to be lifelong learners themselves. Brooker shows how ALIA is in full agreement through comments such as the following:

-
- ALIA's Course Accreditation requires that educators encourage their students to become ongoing learners
 - ALIA requires each accredited institution to send a participant to an annual one day forum for Vocational Education and a biennial summit for Higher Education
 - ALIA Course accreditation requires an annual form which identifies educators' CPD

CPDWL might want to consider creating an award given to associations and institutions for excellence in implementing CPD policies and practices that follow our *Guidelines!*

Crucial conversations that lead to better capacity-building programs

Susan Schnuer, Associate Director
Mortenson Center for International Library Programs
University of Illinois at Urbana-Champaign



Over the past year I have been reflecting on the need to be more intentional about listening to the voices of developing country librarians who are the recipients of numerous training programs. While there is much discussion about what is needed, many times training programs are designed by experts outside of the country and then delivered locally.

I recently had the opportunity to attend the AfLIA conference in Swaziland. AfLIA is an independent international not-for-profit organization which pursues the interests of library and information associations, library and information services, librarians and information workers and the communities they serve in Africa. Most of the participants represented public libraries.

During the conference I led an unconference session with my friend and colleague, Omnia Fathallah from the Bibliotheca in Alexandrina, Egypt. The purpose of the session was to ask librarians what they saw as their top capacity-building priorities. The librarians were eager to share their opinions and thoughts. The group discussed what skills are needed and how training might be provided. We also spent time discussing how to develop future library leaders in Africa.

Not surprisingly, the top five skill priorities identified by the group were: communication, marketing and public relations, change management, fundraising, and advocacy. These topics are mentioned over and over again by librarians in developing countries.

Around the same time another friend of mine, Ramune Petuchovaite, the Public Library Innovation Programme Manager for EIFL was having a similar, but more nuanced, conversation with public librarians in Ghana. I wanted to share part of that discussion here.

“Participants shared criteria that defines a successful professional development programme.

- contributes to library's capacity to address needs of library users
- could be managed locally
- provides knowledge and skills that allows librarians to be a little bit ahead of their clients, especially in the area of technologies
- leads to action and make change of attitudes, values and behavior of library staff, allowing to redefine the library

-
- is regular and take into account needs of different categories of library personnel
 - affordable to public librarians
 - has an impact on communities through improved services and programmes
 - encourages librarians to share knowledge with peers
 - reaches right people, who are open to learning and need it”

These crucial conversations need to be integrated into the development of capacity-building programs for librarians in developing countries. Local voices can strengthen the quality and the impact of training, and as capacity development professionals it is our job to make sure that we are listening.

Reaching out to librarians worldwide: CPDWL and NPSIG Webinars

Loida Garcia-Febo

IFLA Governing Board Member & CPDWL Member .Webinar Series Coordinator



The online events hosted by the Continuing Professional Development and Workplace Learning (CPDWL) and the New Professionals Special Interest Group (NPSIG) are featuring timely topics of interest to librarians and the communities they serve. Our goal is to benefit IFLA members through the development of resources featuring experts on library issues that could be accessed anywhere at any time.

It is important for us to emphasize the *continuing professional development element included in staying up-to-date with issues impacting our communities* such as services to immigrants and refugees, and the placement of libraries in the national development agendas. *Continuing development is key to develop skills for increased advocacy, visibility, and development of services for the local communities so that libraries can succeed in implementing the need of access of information and develop towards the future* (24 March 2016).

On December of 2015, CPDWL and NPSIG with the Management of Library Associations Section and in partnership with the American Library Association (ALA), hosted a webinar entitled “[Libraries, Advocacy and the Implementation of the 2030 Agenda](#)” to support the IFLA Toolkit “Libraries and the Implementation of the 2030 Agenda.” The goal was “*to help you to advocate to your national and regional policy makers to make sure that libraries and access to information are included as part of national and regional development plans that will contribute to meeting the global 2030 Agenda.*”

Fiona Bradley, IFLA Manager of Development Programmes, discussed the new [IFLA Toolkit](#). **Niclas Lindberg**, former Secretary General of the Swedish Library Association and member of the Management of Library Associations Section, provided information about how their library association strategized positioning libraries on the agenda of decision makers in their country. **Loida Garcia-Febo** shared a first-hand account of advocacy at the United Nations and emphasized the powerful role played by IFLA members and advocates worldwide collaborating as a global team united by a common goal.

Keeping in line with our belief that libraries should serve all groups in our communities, CPDWL and NPSIG partnered with the ALA again in March of 2016 to host a webinar entitled “[Library Services to Immigrants and Refugees](#).” The purpose was to promote services to these populations which have increased in numerous areas around the globe. It was great to collaborate with various library groups to share the most current best practices and models to serve immigrants and refugees.

Jukka Relander, President of the European Bureau of Library Information and Documentation Associations ([EBLIDA](#)), and President of the Finnish Library Association shared insightful views about refugees in Europe and news about their strong campaign to promote services to these populations. **Jan Richards**, Secretary and Information Coordinator of IFLA's [Public Libraries Section](#), and Manager of Central West Libraries in Australia featured a compilation of services from different regions of the world. **Jack Hang-tat Leong**, Chair of IFLA's Library Services to Multicultural Populations Section, and Director of University of Toronto Libraries in Canada spoke about the [IFLA/UNESCO Multicultural Library Manifesto Toolkit](#). **Loida Garcia-Febo** shared early findings and recommendations of her research about public libraries serving immigrants and refugees in the U.S.A.

We are pleased that these online events have been featured on IFLA's homepage as news pieces. Due to the popularity of the timely topics, CPDWL and NPSIG are considering featuring other topics in the future.

For more information:

Libraries, Advocacy, and the Implementation of the 2030 Agenda. 24 March 2016. Available,

<http://www.ifla.org/node/10343>

[Library Services to Immigrants and Refugees: webinar recording now available. 19 May 2016. Available.](#)

<http://www.ifla.org/node/10483>

See the world in different ways!

Catharina Isberg, Library Director, Helsingborg Sweden

The world can be seen in many different ways. One way is to see it through picture books.



The IFLA section Libraries for Children and Young Adults has a program named *The World through Picture Books* with the aim to create an annotated list of picture books from around the world. All the books are recommended by librarians and in order to make the list the librarians need to use and develop their skills in collection management.



This project is a good example of how an IFLA section promotes the use of the skills and develops skills through action, says Viviana Quinones from the Libraries for Children and Young Adults section.

The program is led by IFLA section Libraries for Children and Young Adults with support from partners IFLA section Literacy and Reading and IBBY (International Board on Books for Young People).

All countries have been asked to submit their favourite children's picture books. The books are chosen by the librarians in that country, and all countries have used the same criteria.



As part of the program there is an exhibition available free to use. During May and June the exhibition is shown at the Helsingborg Public Library. Ingrid Källström from the Libraries for Children and Young Adults section joined the opening (in the picture below).



Visit the program web page for further information.

<http://www.ifla.org/node/6718>

I hope more libraries around the world will take the opportunity to use this exhibition and program. All pictures are from Helsingborg.

Publications of interest

Rethinking Mentoring: Online, International Peer-Mentoring with the International Librarians Network

A new ILN report on mentoring has just been published: *Rethinking Mentoring: Online, International Peer-Mentoring with the International Librarians Network* by Kate Byrne, Alyson Dalby and Clare McKenzie. It can be consulted at <https://ndownloader.figshare.com/files/5383253>.

The International Librarians Network is a non-profit organization that supports the professional development of librarians around the world. You can obtain more information by visiting their website at www.interlibnet.org

Almuth Gastinger, NTNU University Library, Norway

Career Transitions for Librarians – Proven Strategies for Moving to Another Type of Library. Edited by Davis Erin Anderson and Raymond Pun

Career Transitions for Librarians is a brand new book on a very interesting and important subject. In our changing environment we have an increased need to exchange skills between different library sectors. The editors of this book have seen the need of this and collected a wide range of stories from different library professionals around the world.

The book covers transition from different library sectors, from specialized to academic, from academic to specialized, from specialized to public, from public to academic, from academic to public and so on.

Read *Career Transitions for Librarians* to get advice and job strategies for your future career.

Catharina Isberg, Library Director, Helsingborg, Sweden

Library Management in Disruptive Times – skills and knowledge for an uncertain future. Edited by Steve O'Connor.

The future is uncertain and there is a need for other skills and attitudes both by library leaders and their staff. *Library Management in Disruptive Times* gives through contributions from different library leaders and educators working in different geographical parts of the world. The book covers a wide range of libraries, library associations and geographical regions.

The book starts with an interesting chapter on leading change, written by Ian Smith, an Australian change management consultant. Here you can get different ways to see on change management, a very interesting mix of different theories and approaches to work on change. For me, as leading a large work of change within my daily work, it was extra interesting to read about the importance to “establish a sense of urgency about the need to change” something Smith lifts as very important. Of course the reader also get some communication tips in change management in this chapter.

The book continues with different library leaders views on the subject. Ranganathan's laws of library services are being discussed as well as the importance of consortia in change and also change in economic crisis.

Agile principles in management is something widely discussed in today's working life. Daniel Forsman, Library Director at Chalmers University in Sweden gives a chapter with examples how to work with agile principles.

The professional associations such as library associations are also covered in the book.

An interesting book to read for both current and future library managers and directors as well as employees interested in the change of libraries.

Catharina Isberg, Library Director, Helsingborg, Sweden



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