21st century librarianship conference ends with case studies and reflection on the future of the library

Do you know how creative the 21st century library leaders are?

Look at these ground rules and the consequences for breaking them:

RULE: Perform quality work.
CONSEQUENCE: Peer coaching!

RULE: Don't be late or unprepared.
CONSEQUENCE: Lock the door at meeting time. When they knock, have signs ready that say "Be on time!"

RULE: Respect others by doing your work and not taking from others by doing personal things at work.
CONSEQUENCE: Stay after school!

RULE: When anyone approaches, staff members will stop what they are doing and acknowledge the person with a smile and a greeting.
CONSEQUENCE: Wear a smile button for the rest of the day.

RULE: Constructive criticism only; no personal blame.
CONSEQUENCE: Private consultation explaining unacceptable critical behavior.

RULE: Admit your mistakes. Make it safe for people to admit mistakes, i.e. forgive mistakes.

CONSEQUENCE: Be written up as a case study!

Reflection

I always knew that librarians were special, but now I have even more reason to feel pride in my profession. As Kevin Starr said, we are the keepers of memory, but our calling also encompasses the challenges of the present and the future. This conference has given me new skills, insights, and information to meet these challenges. More importantly, it's given me a broad perspective, helping me to see that as a group -whether as public, academic, school, or special librarians - we are leaders and have strength in our ability to articulate the purposes of libraries, to model the principles of providing access to all, and to master the nuances of the new technology and adapt it to our goals. The conference renewed my commitment to preparing my students to be discriminating users of information. Best of all though, I loved meeting and learning from a generous, rich, diverse community of fellow professionals.

Thank you.

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Quotes, words and phrases from the Institute

"The classic process leader is not a very good task leader." Dr. David Kennedy, Stanford University
I'm ready to risk.

"As Library Director, you end up falling on a lot of grenades thrown at your staff." Susan Kent City Librarian for the Los Angeles Public Library.

Napster and MP3s

"Rouge off-shore librarian." Andrew Leonard, journalists at www.salon.com

Open source (computer source code made freely available to general public)

Digital divide

What technology first makes possible it soon makes imperative.

Multi-tasking

"New media doesn't kill old media; it just gets added." Ekaterina Walsh, Data Analyst for Forrester

Cost benefit analysis.

Heuristics (method of finding information that is relevant).

"Good stewards INVEST assets and therefore take risks." Dr. Mike Keller

Prima donnas united by a fear of starvation.

People are indeed the heart of librarianship.

The Institute has opened up a world of ideas I had not known before

Nothing was dumbed down; we rose to the intellectual challenge.

We were in a safe environment where we could share our ideas.

LOCKSS (Lots of copies keep stuff safe). Vickie Reich.

We enjoyed the food.

I now will want to eat every two hours.

"P-a-m-b-e-l-i . . . forever" Jabu Hlope

"Our libraries will show sunshine in Africa." Jabu Hlope

"It's all in the notebook." Anne Marie Gold

LEADERSHIP - find a parade and get in front of it.

Create a new library software system.

Even at Stanford the technology doesn't work all the time.

"Profile of today's CEO is: knowledge, flexibility and chutzpah." Amal Johnson, Weiss, Peck & Greer Venture Partners.

Sleep deprivation.

How do you change the library environment . . . change yourself first." Amal Johnson

Hissing for things we don't like
“Hire smarter. Lead better.” Amal Johnson

Pixel: the daily connection to reality.

Go forward and lead.

“Paper or plastic.” Michael Robinson (Australia)

“I hate the word empowered because it emplies you have to give something to them. They have it already!” Amal Johnson

GOOD LUCK AND MORE POWER TO YOU ALL

Pioneer Class of 2000