

# REACH: Leading Learning in Libraries

## August 4, 2010

### Minutes

**Location:**

University of Denver  
 Ruffatto Hall  
 1999 E Evans Ave  
 Denver, CO 80210

**Attendees:**

First	Last	Affiliation
Mary Beth	Faccioli	CDE – State Library – Instructional Design & Technology
Su	Eckhardt	University of Colorado Denver
Mary Beth	Faccioli	CDE – State Library – Library Development
Michelle	Gebhart	CDE – State Library – Library Development
Christine	Kreger	CDE – State Library – Networking & Resource Sharing
Rochelle	Logan	Douglas County Libraries
Nance	Nassar	CDE – State Library – Schools
Missy	Shock	Douglas County Libraries
Clara	Sitter	University of Denver
Sandra	Smith	Denver Public Library
Elizabeth	Snow Trenkle	DU Student (doing practicum w/ Mary Beth & Sharon)
Kelly	Visnak	Emporia State University
Jeanne	Gardner	Pueblo Community College

**Roles**

- Facilitator – Missy Shock
- Meeting minutes – Michelle Gebhart
- Participants – All involved in CE for Colorado library staff

**Minutes:**

**1. Introductions**

**2. Reports**

- a. Web 2.0
  - i. Missy's staff is willing to create another Libraries 2.0 site. Possibly social bookmarking (like Delicious), this fall.
- b. ALA
  - i. Mary Beth
    - 1. Co-presented training in a web environment (Adobe Connect)
  - ii. Sandra
    - 1. ALA Learning Round Table
      - a. Sharon is the President this year as of June
      - b. Sandra is the Vice President
      - c. Sponsoring some emerging leaders
      - d. Introverts as leaders
  - iii. Shelley
    - 1. Heard Steven Abrams speak
    - 2. Will be putting on 3 free 30-minute webinars this month on libraries and economic development (Tuesdays At 2). 8/17, 8/24, 8/31.
  - iv. Rochelle
    - 1. Went to update about ECRR. Coming out with a new ECRR. Same 6 skills, but possibly with different names.

2. Went to Advocacy Day.

**3. CAL update by Rochelle Logan**

- a. Just did large CAL survey, spoke about results in most recent CAL newsletter.
- b. See CAL website for full report
  - i. 47% of members are new members
  - ii. 31 pages of comments
  - iii. The conference and professional development were hot topics
- c. 2010 CAL workshops will be posted this week
- d. Emotional Intelligence workshop very successful
- e. Difficult to appeal to librarians who have been around 30 years AND librarians who have been around only 1 year
- f. Board voted for a new rate system if you want to run a workshop for CAL. Not required to charge the \$50 member/\$80 non-member rates.
- g. CAL now has an Adobe Connect account.
- h. CAL conference October 7-9.
- i. Library student discount: \$50 full conference, \$25 pre-conference
- j. To help with membership costs, dues are reduced for 1 year to \$20 if unemployed.
- k. CLEF has scholarships available. CLiC may do this again this year.
- l. Library student membership will be \$35 a year for a maximum of 3 years, starting in January.

**4. Lunch and 2-minute round robin**

- a. Nance
  - i. Retiring August 20<sup>th</sup>
- b. Su
  - i. Library program growing, both in enrollment and graduates.
- c. Kelly
  - i. 2 new faculty joining them in August
  - ii. IMLS grant was renewed for Emporia diversity scholarship
  - iii. Current students will graduate December 4
- d. Sandra
  - i. Doing Crucial Conversations training
  - ii. Needs suggestions for learning management systems
- e. Missy
  - i. Did first class on how to do change
  - ii. Going through Libraries 2.0 program with staff
- f. Mary Beth
  - i. Just completed a 20-month project moving intranet content for the institutional libraries to Drupal.
  - ii. Training staff on new Drupal site.
- g. Christine
  - i. For fall:
    - 1. CAL e-rate pre-conference, public library tech planning
    - 2. Colorado Libraries 2.0 in Durango, September 9-10
    - 3. Staff development on Facebook in Pueblo
    - 4. CAL Leadership Institute
- h. Elizabeth
  - i. Researching learning organizations
  - ii. Independent research
  - iii. Facilitations

**5. Train the Trainer: Learning Organizations (LOs) by Elizabeth Snow Trenkle**

- a. See PPT. **Elizabeth will send Michelle the PPT, Assessment Tool handout, and Delicious site. Michelle will send these to the group, along with the minutes.**
- b. Key words: theoretical learning, knowledge management
- c. Benefits of LOs: become more flexible to change, more innovative and able to adapt
- d. Peter Senge – the father of LOs
  - i. Senge's 5 Disciplines

1. Personal mastery
    - a. Individual mastery, tied in to organization's mission and goals
  2. Mental models
    - a. Be continually learning, open to new perceptions. Internal picture of the world in line with reality.
  3. Shared vision
    - a. Share vision of future; define how you collectively will get there.
  4. Team learning
    - a. Develop collective thinking skills. Requires a lot of trust. Can't do just once – have to keep working at/nurturing. Ex: just in time learning, coaching, mentoring, etc.
  5. Systems thinking
    - a. Cornerstone of the other disciplines. A more holistic view of how one change affects the rest of the organization.
  - e. David Garvin
  - f. ←Knowledge management – Total quality management – Innovative learning→
  - g. Steps: assessment, creation, continuing learning and ongoing evaluation/assessment
  - h. Barriers
    - i. Linear thinking, controlling leadership, lack of vision, individual competition, negative mental models
- 6. Group Discussion**
- a. Series of webinars about LOs. Concrete tools.
  - b. Colorado as a LO.
    - i. Subgroup to start working on this: Sandra, Kelly, Missy, Jeanne, Christine, Mary Beth, Mary, and Elizabeth.
    - ii. Who else outside of this group is interested?
    - iii. Mission statement for project. Pull in people outside of group.
    - iv. Best practices about LO.
    - v. Use a part of the CSL table at CAL for literature about what LOs are. Create buzz.
  - c. What about videos with people explaining what a LO is, and what it means to them.
    - i. A video before each keynote speaker at CAL, etc.
  - d. Case studies about how local organization are trying to be LOs.
  - e. For next year's CAL: a training Dear Abby. Bring your training questions and problems.
  - f. This year's CAL program manager is Stephen Sweeney.
- 7. Next meeting**
- a. September 29
  - b. Location: CLiC office
  - c. Train the Trainer: Cloud Computing by Shelly Drumm