

Nordic Camp Stockholm - Description of ideas Competences

1. Challenge

Which challenge does the idea address?

How to develop the competences in the libraries in the future

2. Description of the idea

New methods for developing the competences, and new ways of using the competences we already have. The method is field training – and it includes psychological training, role playing, networking, sociological studies etc.

The future librarian has to be in motion, a moving, flexible figure

3. Purpose of the idea

– why do we think this is necessary?

Because the needs of the users are changing fast.

We need new methods to develop the competences of the staff.

The goal: To be facilitating, engaging, inspiring, innovative, challenging etc.

4. Needs

– whose or what needs does the idea address?

To be updated about the new needs of the users

To be in contact with the fast changes in the society

“From gatekeeper to relation maker”

From waiting and guarding to walking and talking. Change of attitude and the working culture.

5. Approach

– what do we want to do and how do we do it?

Annual field training outside the library - for every member of the staff.

The input from the field work comes from both the staff, the users, and the strategy of the library plus the society.

Act like Indians – we don't own the content of the library or the society, but we manage it, understand it, cultivate it.

The field training should be in the milieu of the users and non-users in their own surrounding.

6. Benefit

– what is the benefit for the users – and for the library?

Better services, better understanding on how fast the world is changing. Better staff, more educated and the library become more relevant for the society. Hopefully more visitors, a change to meet non-users and networking possibilities

7. Competition

- what stands in the way for this idea – and how can we overcome this?

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We don't know how the society will look in 10-20 years. Librarian's self-understanding and attitude, they need to develop a positive attitude to make this work. We don't know how technology will look like. We'll overcome this by keep on educating and train the staff and never lose sight on where the society is going. There has to be ongoing educating program in the library, make the librarians comfortable in their social skills. More field training

8. Potentials for innovation and Nordic added-value

E. g Why is this idea innovative?

How can this be developed in co-operation between Nordic public libraries?

Can the idea increase Nordic added-value?

It's innovative because we are suggesting that we go out of the box, go out of the library to work in other businesses to develop our competences. We are also suggesting that we get new professionals into the library to learn from them.

We can do this across the Nordic counties as a pilot project, together, we can exchange between libraries. Bigger work exchange between Nordic libraries to learn from each other.

9. Short summary of project description in 200 words

We need to develop new methods to increase the librarian's competences. Our idea/methods is annual field training for each staff member and includes psychological, sociological studies etc. Field training could include practical work, observation and shadowing. It's interactivity with a workplace where librarians meet people in their own context.

To better meet and understand the needs of the people and the society as a whole. For the library hopefully we get more visitors and the library becomes more relevant. It prepares librarians to stay updated and in close contact to the movements in the society.

This must be ongoing process in the library, not just a limited project.