



**Building Capacity for Learning
15 Minutes a Day!
CLA 2007 St. John's Nfld.**

Jane Dysart

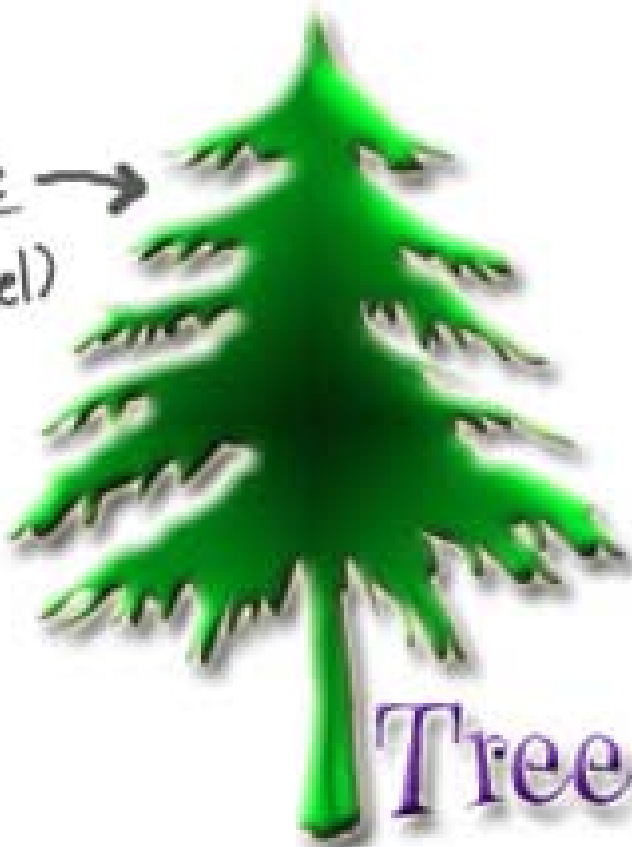
Dysart & Jones Associates &

Stephen Abram

Chief Strategist, SirsiDynix Institute

Forests and Trees

We get stuck here →
(implementation level)



Tree 2.0

The Big Picture

But this is what matters most
↓ (meta level)

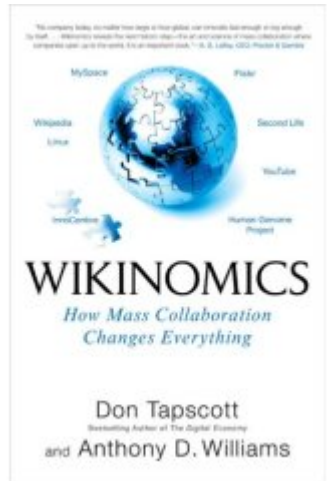
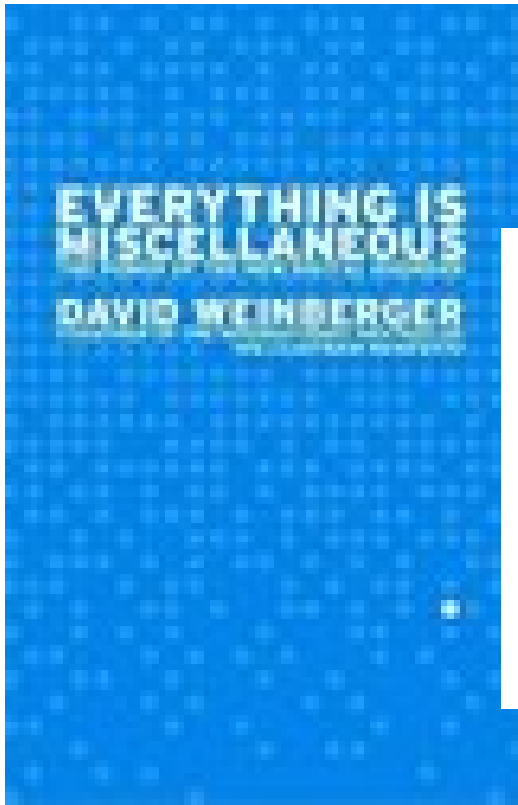


The right forest



Traditional Learning Activities

- Reading & browsing -- especially out of your field
- Conferences – learning, networking, exhibits
- Courses – free to \$\$\$, distance thru onsite to live-in





*Technology Competencies
and Training for Libraries
by Sarah Houghton-Jan*

LibrarianInBlack.typepad.com

How to:

- Build a foundation
- Buy-in & staff participation
- Write competency desc.
- Format the list
- Implement the competencies
- Assessing staff on them
- Planning for tech training



Making Conference Choices

- Needs assessment tied to mission, vision, strategic goals
 - Individual development vs. enterprise priorities
- Annual conference plan: team
 - Who goes? Building capacity?
 - Local, international
 - Early or bulk registration
 - Van vs. individual cars or plane tickets
 - Diversity (single issues, libraries, HR, IT)
 - Sharing: lunch brown bag sessions, blogs



Conference Variety

- Practical vs. visionary conferences
- For profit / tracked conferences vs. not for profit / association / grassroots conferences
- Keynotes, networking opps, size



Conference Types

- **Forward thinking:** IL, NetSpeed, Access, CIL, ...
- **Grassroots** (practical): OLA, CLA, ALA, SLA, state and provincial conferences
- **Topical:** KM World, Code4Lib, Web 2.0, SES, Streaming Media, Blackboard, etc.
- **User-Focused:** SirsiDynix SuperConferences, III, Ex Libris, Blackboard, Dialog



Supplementing Conf Experience

- Proceedings
- Blogs, link lists
- Wikis
- PPTs on conference websites
- Webcasts, Podcasts & YouTube videos
- Flickr
- Speaker contact



Build Your Own: Free/Low Costs Learning Experiences

- SirsiDynix Institute
- Education Institute (Partnership)
- WebJunction
- Vendor training events (Talis, SirsiDynix, ProQuest, LexisNexis, etc.)
- Training sessions & audiobooks: iTunes, PodScope, Podzinger
- Inviting experts for staff prof'l development



Other Learning Experiences

- SLA Click U
- U of T, FIS PLC
- University Distance Lib/Info programs: San Jose State, Simmons, Syracuse, FSU
- Executive Learning: SLA, U of T, Queens





Hi Today

- 15 Minutes a day concept
- 15 minutes a day movement
- Not every day needed
- Don't get all AR / OC about this.
- It's supposed to be fun



Thank You

- **Helene Blowers** —Technology Director, Public Library of Charlotte and Mecklenburg County
- The staff and leadership of the Public Library of Charlotte & Mecklenburg County (NC) and Yarra Plenty Regional Library (Australia)



Librarian 2.0 *plays*



Best Practices in Personal Learning 2.0



Think About Yourself

- Just cuz it worked in grade school... or not
- Know Your Learning Style
- Know your attention span
- Schedule it
- I or E - Play well with others?
- How well do you do alone, in classes, in pairs?
- Anonymity or not
- Think about your reaction to PowerPoint
- Think about your reaction to group work

Address <http://www.43things.com/>

Go

Links

Google 43 things Search PageRank 709 blocked Check AutoLink AutoFill Options 43 things





[Home](#) [Zeitgeist](#) [Log In](#)

43 Things

What do you want to do with your life?

Discover what's important, make it happen, share your progress. Find your 43 things. [Learn more...](#)

215,920 people in 4,879 cities are doing 331,085 things including...

[learn to skateboard](#) [finish my masters degree](#) [download the new episode of 24](#) [go to Greece](#)  [smoothcharliebrown wants to attend a Soccer World Cup game](#) **learn french** [Drop a dress size \(or two!\)](#) [Clean my room and maintain it.](#) [dye my hair blonde](#) [find the meaning of life](#) [have my own garden](#) [be more creative](#) [google myself](#)  [yesterdayshigh wants to do something small to make everyday worthwhile](#) [Become more focused](#) [play Mario Brothers 3](#) [download msn plus](#) [make an ATC each day](#) [Have friends everywhere.](#) [learn to trust](#) [take dance lessons](#) [Organize and Systematize all of my digital data](#) [make people understand that declawing a cat is a painful unnecessary surgery and there are better ways to deal with cat's scratching](#) [talk to a stranger](#) [read The Lion The Witch and the Wardrobe](#) **stop biting my nails** [organize my life better](#) [practice on my bass more](#) [learn gaelic](#)  [tekeo wants to do better in ict and english](#) [find a new job](#) [think and grow rich](#) [Become a better public speaker](#) [Stop screwing around on the internet](#) [learn english](#) [lose 50 pounds](#) [GET MY GRAD SCHOOL APPLICATIONS TOGETHER!!!](#) [lose 20 pounds and keep it off](#) [meet johnny depp](#) [stop](#) [exercise more](#)  [outwitwants to file papers that](#)

Top Cities

- [Seattle](#) 1090 people
- [New York City](#) 791 people
- [London](#) 779 people
- [Chicago](#) 737 people
- [San Francisco](#) 595 people
- [Los Angeles](#) 562 people
- [Toronto](#) 500 people
- [Boston](#) 406 people
- [Vancouver](#) 385 people
- [Austin](#) 366 people
- [Portland](#) 365 people
- [Atlanta](#) 361 people
- [Sydney](#) 320 people
- [Houston](#) 317 people
- [San Diego](#) 301 people

→ [See more](#)

Today's Tags

- [travel](#) 4299



Several Key Interventions in 2006



Expanding Minds, Empowering Individuals, Enriching the Community

PLCMC



Learning 2.0





12 Best Practices in Enterprise Learning 2.0



Best Practice #1

- **Don't confuse learning with training**
- Lifelong vs. an Event



Best Practice #2

- **Design the program for late bloomers**



Best Practice #3

- **Allow participants to blog anonymously**



Best Practice #4

- **Use 1.0 methods to continually communicate**



Best Practice #5

- **Focus on “discovery” & offer challenges**



Best Practice #6

- **Encourage staff to work together**



Best Practice #7

- **It's not about "doing IT right"**



Best Practice #8

- **Practice transparency & enable radical trust**



Best Practice #9

- **Continually encourage staff to "Play"**



Best Practice #10

- **Consider rewards – they work and focus attention**



Best Practice #11

- **Remember your culture and how you want it to change**



Best Practice #12

- **Involve top management – team, director, CIO, trustees, deans...**
- **Demonstrate involvement, respect and valuing employee learning**










23 Learning 2.0 Things

- *Week 1: Introduction*
- *Week 2: Blogging*
- *Week 3: Photos & Images*
- *Week 4: RSS & Newsreaders*
- *Week 5: Play Week*
- *Week 6: Tagging, Folksonomies & Technorati*
- *Week 7: Wikis*
- *Week 8: Online Applications & Tools*
- *Week 9: Podcasts, Video & Downloadable audio*



*" **Web 2.0** generally refers to a second generation of services available on the WWW that lets people **collaborate** and **share** information online." Wikipedia*

- Shared Pictures =  flickr™
- Shared Knowledge =  WIKIPEDIA 
- Shared Bookmarks =  del.icio.us
- Shared News =  **Technorati™**
- Shared Videos =  You Tube
Broadcast Yourself™
- Shared Everything =  **myspace.com**
a place for friends



Learning 2.0 Libraries

- York City Library 2.0
- Exploration
- 23Things Remixed for Nonprofits
- 23 Things to Learn
- St Michael's Learning 2
- OCLS Learn 2.0
- California School Library Learning 2.0
- ECU Library Learning 2.0
- NC Government Libraries - Learning Web 2.0
- RCPL » 2.0 Project Timeline
- School Library Learning 2.0
- Ultimo College Library - Learning 2-0
- KCLS Learning 2.0 - 27 Things
- 23 Ting: Vekommen
- Bayside Online Learning
- MSB-bloggen » Introduktion
- Learning 2.0 @ Mac
- GCPLS Social Networking Contest
- gcplswiki » Contest Outline
- TBLC Library 2.0 Challenge
- Maryland Libraries Learning 2.0
- CARL Web Learning 2.0
- Yarra Plenty Online Learning
- PVLD Learning 2.0
- SJPL & SJUL Learning 2.0
- LCPL's Learning 2.0
- MRRL Learning *Library* 2.0



Learning 2.1

- Helen Blowers latest PLCMC innovation
- [Learning 2.1: Explore... Discover... Play!](#) is the continuation of Learning 2.0
- Requested by staff very often. It is an ongoing list of 'things' with guest bloggers rotating and taking the helm each month as Learning Guides.
- There is a public [Learning 2.1 Ning network](#) as well as a Learning 2.1 Wiki.
- Check it out and feel free to join.
explorediscoverplay.blogspot.com - [mashing up 21st century skills with lifelong learning.](#) :)



PLCMC Tech Scholars

- **PLCMC Technology Scholars Program**
- Ideas that was born in the shower
- Goal: Emphasize the library system in the area of new and emerging technology that could benefit *all staff*.
- The PLCMC Technology Scholars Program provides the opportunity for four staff members a year (two every 6 months) to take up to a 6 month leave from the regular daily grind and focus their attention on a technology project that they wish to lead.
- Excitement: Give staff members the ability to fly with their ideas
- If you're interested in how PLCMC has set this program up, there's a [pdf](#) of FAQs Helene developed for staff.



Build a Technology Petting Zoo

Everything's getting smaller





Build a Petting Zoo

- Real devices: iPods, MP3 players, video, smart phones, texters, etc.
- Special PC's: disability compliance, streaming media, IM groups, VR (both kinds)
- Gaming stations









5 Weeks to a Social Library

- Five Weeks to a Social Library is the first free, grassroots, completely online course devoted to teaching librarians about social software and how to use it in their libraries. It was developed to provide a free, comprehensive, and social online learning opportunity for librarians who do not otherwise have access to conferences or continuing education and who would benefit greatly from learning about social software.
- The course is taught using a variety of social software tools so that the participants acquire experience using the tools while they are taking part in the class. It uses synchronous online communication, with one or two weekly Webcasts and many small group IM chat sessions made available to participants each week.
- By the end of the course, each student develops a proposal for implementing a specific social software tool in their library.
- Course content is freely viewable and all live Webcasts are archived for later viewing.
- The course will cover the following topics:
- Blogs, RSS , Wikis , Social Networking Software and Second Life, Flickr, Social Bookmarking Software, Selling Social Software @ Your Library



5 Weeks to a Social Library

- The content of this course is licensed under a [Creative Commons Attribution-Non-Commercial-Share-Alike license](#).
- For a listing of the social software experts who will be presenting during the course, please visit the [Program](#). You can also access content for each week of the course from the menu on this course page.
- The list of individuals participating in the course is available on the [Participant Blogs page](#). To receive all blog content coming from the course, you can subscribe to the following RSS feed <http://www.sociallibraries.com/course/blog/feed>. To receive only blog posts from the organizers of the course, you can subscribe to this RSS feed <http://www.sociallibraries.com/course/taxonomy/term/13/0/feed>.
- “We hope you all will take something useful from this course!”



5 Weeks to a Social Library

- <http://www.sociallibraries.com/course/week1>
- **Credit: Amanda Etches-Johnson and the entire 5 weeks team.**



facebook



amazon.com



Picasa™ Picture Simplicity

Google talk BETA

AJAX



OVERDRIVE

LibraryThing BETA



Blogger

ELF - keeping tabs on your library material



orkut beta

open source

myspace® a place for friends

flickr BETA



Open Content Alliance







Personal Play

- GO2WEB20.net
- The Complete Web 2.0 Directory
- <http://go2web20.net/>



80+ Things!?

- "If you are are up for a challenge and would like to learn something NEW every day? Keep an eye on this fascinating Blog by a Reference Librarian located in Guam!
- Titled: [The Internet can change your life](#): 'a series of daily assignments designed to teach the newbie all the wonderful things the Internet has to offer'
- It's not too late to catch up, currently on Assignment #80 as of today."
- <http://rameyerguam.blogspot.com/>



Henrik Edberg's discussion of 9 Mistakes That Can Kill Your Personal Growth

- Thinking you already know everything
- Being confused by the marketing hype
- Not taking action
- Giving up
- Worrying about/listening to what others think
- Dabbling with it
- Having unreasonable expectations
- Failing to/not wanting to (at least start to) understand yourself
- Not taking responsibility for yourself

WIKIS

WEB 2.0

RSS FEEDS

STREAMING MEDIA

GAMING

SOCIAL FOLKSONOMIES

JAVA AND MASHUPS

PODCASTS





Two SDI Sessions

- **Helene Blowers** —Technology Director, Public Library of Charlotte and Mecklenburg County
- [Learning 2.0 : Make "play" your New Year's resolution](#)
- **Jan 09, 2007**
- http://sirsidynixinstitute.com/seminar_page.php?sid=74



Resources

- PLCCMC Learning 2.0 Blog
- <http://plcmcl2-about.blogspot.com/>
- 43 Things I might want to do this year
Information Outlook (Feb. 2006) by
Stephen Abram
- http://www.findarticles.com/p/articles/mi_m0FWE/is_2_10/ai_n16133338
- Yarra Plenty Online Learning
- <http://yarraplentyonlinelearning.blogspot.com/2006/09/learning-20-begins.html>



Two SDI Sessions

- **Christine Mackenzie** —Chief Executive Officer, Yarra Plenty Regional Library
- [Hopping into Library 2.0 : Experiencing Lifelong Learning](#)
- **Feb 05, 2007**
- <http://sirsidynixinstitute.com/>



It's all about . . .

- **Exposing** staff to new tools
- **Encouraging** PLAY
- **Empowering** individuals
- **Expanding** the knowledge toolbox
- **Eliminating** FEAR



The Concept of

Play



Slides:
www.dysartjones.com
Thank you

Jane Dysart
Dysart & Jones Associates
Jane@dysartjones.com

Stephen Abram
SirsiDynix
Stephen.abram@sirsidynix.com