New Direction area name: Cultural, Organizational and Values Changes

Starting point 1: Teaching Each Other What We Know [Institute, Workshop, Brown Bag, Whatever We Wanna Call It Series]

PURPOSE: “focus on training and skill development paths for future roles in the Library”

- **Benefits:**
  - Financially do-able
  - Leverages existing expertise
  - Peer to peer
- **Risks/Concerns:**
  - Do we have enough experts?
  - Do we have enough time?
  - Shoot the messenger

Starting point 2: Establish an innovation lab or teams to develop and experiment with innovative technologies and services.

- **Benefits:**
  - Provides R&D effort to support a multitude of good initiatives
  - Facilitates risk-taking in safe context
  - proves we accept that we learn from mistakes
- **Risks/Concerns:**
  - Low implementation/success rate
  - Need to ensure that good applications out of the lab are implemented
  - Divisive potential –may not be able to include all staff
  - Ideas won’t please everyone

Starting point 3: Regularly acknowledge staff innovation in public with tangible rewards (at annual holiday party?).

- **Benefits:**
  - Encourages innovation from all staff, not just R&D teams
  - Rewards excellence
  - Rewards efforts to innovate (perhaps even the less successful)
- **Risks/Concerns:**
  - Could be seen as divisive
  - Could be seen as trivial or “corny”
  - can become stale
  - Not everyone wants public acknowledgement
Starting point 4: Review the Council Structure / “Offer Sabbatical Opportunities.”

- **Benefits:**
  - More time to innovate
  - Organic vetting processes might emerge

- **Risks/Concerns:**
  - “Sanity check”
  - Reduce current awareness