

University Library People Plan 2012-16

Summary Version



engage, enlighten, explore
at your
library

Overview

Central themes in the *University Library Strategic Plan* highlight the critical importance which our people play in all aspects of library service, collections and facilities development. These themes also recognize the dynamic nature of the information environment in which our work takes place and promote positive relationships and engagement as essential to the realization of the transformation vision. Library employees bring to their work a diverse range of knowledge, skills and abilities and they make critical contributions to the success of learners and teachers; and, researchers, scholars and practitioners. Our People Plan identifies ambitious goals for our people (individually and collectively) to grow their knowledge, skills and abilities; share their expertise, build relationships and collaborate; appreciate and celebrate contributions and achievements; and, effectively communicate within the library and beyond with our community of users.

Our People Vision

We pursue excellence by learning through discovery and inquiry; being exceptional practitioners and scholars; embracing creativity, innovation and risk taking; and demonstrating outstanding leadership.

Core People Strategies

Our People Plan focuses on four core strategies that will be developed throughout 2012-16. Through these strategies, we hope to increase employee engagement and understanding of the library's strategic directions.

❖ Core People Strategy # 1:

Learn & Develop

We pursue opportunities to grow our knowledge, skills and expertise to create a successful learning environment benefitting us, the university community, and beyond.

Through the Plan we will...

- understand the importance of our role and responsibility for the library's continual evolution of its services, collections, facilities, workforce, and organizational culture in a dynamic information environment;
- each have the opportunity to create and advance a personal development plan, demonstrating our commitment to be life-long learners;
- be empowered to exercise leadership;
- be confident and competent managers and supervisors;
- have the ability to effectively contribute, through our research, to the creation of knowledge that makes a meaningful impact; and,
- choose to be discovery learners where we feel comfortable taking risks, trying new things, and independently and collectively learning through trial and experimentation.

❖ Core People Strategy # 2:

Relationships & Collaboration

We support and mentor one another by sharing ideas, information, and expertise. At every opportunity we work collaboratively as individuals and teams.

Through the Plan we will...

- consistently build collegial relationships within our work groups and teams, throughout the library, and beyond;
- foster effective teamwork; and,
- pursue collaboration as a way of working together more effectively.

❖ Core People Strategy # 3:

Appreciate & Celebrate

We value and celebrate the contributions, innovations and achievements of individuals and teams by recognizing, appreciating, and respecting one another and our diversity.

Through the Plan we will...

- create a culture where employees feel appreciated for their day-to-day work, ideas, and contributions;
- support creativity, innovation and risk-taking;
- celebrate personal, team, and library-wide milestones; and,
- provide the opportunity and environment for ALL employees to gather and celebrate.

❖ Core People Strategy # 4:

Conversation & Communication

We participate in open and receptive sharing of ideas and accurate and timely information.

Through the Plan we will...

- emphasize our understanding and value of intellectual freedom, diversity, collegiality, and trust;
- understand and accept our responsibility to participate in and contribute to the sharing of ideas and perspectives in a supportive and sensitive manner; and,
- acquire a deeper understanding about initiatives and activities throughout the library and across the university.

Conclusion

Through the People Plan we will continue to transform our culture and workforce, helping us to achieve our vision to be leaders and innovators in this dynamic information environment.

For More Information

To view the summary versions of both the University Library Strategic Plan and People Plan online, please visit library.usask.ca/info



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