

OVERVIEW

The purpose of our people plan is to engage library employees in shaping a work environment where employees can flourish, and are best poised to contribute to the library's goals. The inclusive planning process relied on employee input to shape our people vision and correlating goals. This has resulted in an inspiring and meaningful plan for our people, developed by our people.

UNIVERSITY LIBRARY PEOPLE PLAN 2017-21



OUR PEOPLE VISION

We aspire to be a community of creative, curious learners.

Community: We generously support each other and embrace diversity.

Creativity: We champion innovation, encourage new ideas, and take risks.

Curiosity: We are inquisitive and look for ways to improve.

Learning: We are enthusiastic learners who challenge ideas.

Our people vision paints an aspirational picture of what we collectively look like in the future. We strive for these qualities and characteristics so that we are better prepared to carry out the library's vision and accomplish strategic goals.

OUR PEOPLE GOALS

Annually, between 2017 and 2021, goals from each of the four people vision themes will be considered for implementation in the following year's strategic planning process.

Through these initiatives we will strengthen our community, creativity, curiosity and learning. Carrying out these goals will lead us towards our people vision, and contribute to a skilled, engaged employee group.

BEGIN WITH: Inclusive planning process

NEXT: Launch plan, implement goals

THEN: See enhanced skills, work environment and engagement

END RESULT: Engaged employees poised to accomplish the library's strategic goals

We grow closer to our People Vision

OUR PEOPLE GOALS

Community

We generously support each other and embrace diversity.

Know your coworkers: Convene a committee to organize library-wide social events. For example, events in the winter and summer.

Hear and be heard: Develop a strategy for people across the library to better communicate with each other. Examples might include: instant messaging, personal/group webpages, optimizing the intranet and wikis.

Support diversity: Offer regular workshops and educational activities. Consult with stakeholders.

Support your coworkers: Establish a peer mentorship program for newly hired employees, which could also be for employees moving to new positions, and employees who express interest.

Creativity

We champion innovation, encourage new ideas and take risks.

Look at it a new way: Establish an environment of creativity and innovation that would encourage activities such as:

- *running a hackathon in your unit,*
- *developing ways to share and celebrate our "failure" stories to remove the stigma surrounding the word,*
- *learning to ask "What do you think?" in order to generate new ideas in the workplace,*
- *finding ways to make space for imperfections and iterative change, and*
- *practicing appreciative inquiry as a positive way to build on successes, possibly through a community of practice.*

Hear something new: Bring in people from beyond the library to present new ideas.

Build and it will come: Create physical and virtual space for creativity and/or collaboration.

Curiosity

We are inquisitive and look for ways to improve.

Look again: Develop a strategy or mechanism for the library to reassess processes, projects and initiatives on a regular basis.

Wonder why: Encourage and help develop curiosity and critical thinking.

Knock down our walls: Develop a mechanism to identify and address internal policy barriers, for example using a library *No Log*.

Learning

We are enthusiastic learners who challenge ideas.

Know your library: Develop initiatives for employees to gain a sense of the library as a whole. For example:

- *spend time with a co-worker in a different branch/position to find out how their job works, what they do, who they interact with and their role in the library, and*
- *develop information sessions on what employees do and why.*

Grow your brain: Working with the learning and development committee, raise awareness about lectures and public events on campus, and provide opportunities for attendance.

Know your bits and bytes: Develop and/or offer a training series to support information technology literacy.

Share your ideas: Provide opportunities for employees to share their talents, knowledge, research and expertise with each other. For example: debates, conference learnings, workshops or an art gallery of employee work. The only limit is your imagination of what you'd like to learn and teach.



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