# LIBRARY MANAGEMENT.2017

## A Multi-District Workshop

#### September 16, 2016 Upper Merion Township Library, 175 W. Valley Forge Rd, King of Prussia, PA

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| **9:30 – 10** | **Registration** | | |
| **10 – 12** | **Strategic Stakeholder Engagement** | | |
| **12 – 12:45** | **Lunch** | | |
| **12:45 – 1:45** | **Why Can’t We Just All Get Along?** | **Stress Testing for Innovation** | **Employment Law Update** |
| **2 – 3** | **Why Can’t We Just All Get Along?** | **Stress Testing for Innovation** |
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## Strategic Stakeholder Engagement

“The only thing that you absolutely have to know, is the location of the library”  
— Albert Einstein

Einstein had it figured out … whether from the educational, philanthropic, political, or corporate sectors, everyone has a “stake” in the sustainability of their community’s treasure: the library. A seasoned community “connector,” Nancy Dunleavy will help library leaders develop their own strategies for effectively engaging their own community of stakeholders, subscribers, and supporters.

Named by LEADERSHIP Philadelphia as one of Philadelphia's "Top 101 Connectors," and by the Philadelphia Business Journal as one of the “25 Women of Distinction in 2006,” and one of the “Top 100 Women-Owned Businesses” for three consecutive years, Nancy Dunleavy is the Founder, President, and CEO of Dunleavy & Associates, a woman-owned business founded in 2001 to help charitable organizations achieve their fullest potential.



## Stress Testing for Innovation

Libraries need to change without abandoning their core mission and services. To adapt in this dynamic landscape, the Free Library of Philadelphia developed an analytical tool that objectively and effectively “stress tests” programs and services to determine their impact, feasibility, viability, and sustainability. In this interactive workshop, we will describe our stress test and demonstrate this versatile tool for producing analyses that can guide libraries in new directions.

The Free Library of Philadelphia won the 2015 Top Innovator in Organizational Change and Strategic Management for “Strategic Initiatives: A Hatchery for Innovation from the Urban Libraries Council,” a component of which is the stress test that will be modeled in the workshop.

## Employment Law Update:

### What libraries need to know to navigate through the challenge of ever-changing employment and wage/hour laws.

Those attending this session will learn about recent changes to federal and state laws that impact libraries within the Commonwealth, as well as the best practices for hiring employees, conducting criminal background checks, managing employee performance/attendance challenges, and severing employment relationships.

Jill Lashay is a graduate of the George Washington University Law School, a Shareholder at Buchanan Ingersoll & Rooney in Harrisburg, and a frequent speaker at seminars on Human Resources.

## Why Can’t We Just All Get Along?

### Understanding Your Intergenerational Work Team and Library Patrons

The session will focus on raising awareness about the different generations to help participants appreciate how social, cultural, and political events that occur during our formative “growing up” years, impact our values, perspectives, and “way of doing things” — often for life. We will identify the work styles and preferences of different generations and better understand the implications for libraries by providing tips for ways in which people can interact and communicate effectively.

Andrea Taylor, PhD is the owner and sole proprietor of Taylor Consulting, LLC which provides consultation in program development, training, fundraising, and research to a variety of private, non-profit organizations, institutions of higher education, school districts, federal, and state agencies.

Register: <https://www.surveymonkey.com/r/Multidistrict2016>

Payment: Send your check for $16.00 (payable to Chester County Library) to:  
Chester County Library, Attention: Agatha Lyons, 450 Exton Square Parkway, Exton, PA 19431

CE Credits: Participants will receive four hours of CE credits.

This workshop is made possible, in part, by a grant from the Institute of Museum and Library Sciences as administered by the Pennsylvania Department of Education through the Office of Commonwealth Libraries, and the Commonwealth of Pennsylvania, Tom Wolf, Governor.

