What libraries stop doing:
Stopping to start

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Why we stop

What others – and you – have stopped

How to stop
What have you stopped doing?
Why?
We never just stop

We begin something else

We reallocate our most precious, special, expensive resource
That starting has included

- Librarians as:
  - team members in faculties, in corporate due diligence teams, in community initiatives
- Library technicians or assistants engaged in:
  - Service and process assessments and statistics
  - Leading programs
What?

- Librarians no longer:
  - Working daily service point shifts
  - Delivering all programs
  - Selecting, approving or checking all items purchased
Technicians & assistants no longer:

- Processing purchased items
- Ordering
- Manually checking out

What?
Evidence & Ensuring People Have the Skills & Confidence to Grow & Go Anywhere

How?
NPR: From Library to RAD

What?
NPR RAD Digitization Intern: Winter/Spring 2019

NPR · Washington, D.C., DC, US

Posted 1 week ago · 11 views

Be an early applicant

Save  Apply

Job description

Winter/Spring 2019: January 7th- April 19th

NPR’s Research, Archives & Data Strategy (RAD) team partners with all programs and divisions to address a wide spectrum of information needs and to maintain NPR’s complete audio archives. As part of our continuing efforts to make our content available digitally, we are recruiting an intern to contribute to audio digitization objectives. Please note: This RAD internship at NPR is full time and available for current undergraduate or graduate students, or recent graduates. Please include a cover letter for full consideration.

Essential Duties Working under the supervision of RAD team members on digital creation of NPR audio archives. Digitization tasks may include:

Seniority Level
Internship

Industry
Marketing and Advertising,
Online Media, Computer Software

Employment Type
Internship

Job Functions
Education, Training
Divest Dewey

C3 @ Markham Public Library since 2009
Transform catalogs to guides
Customer Centered Classification

• Thinking like a customer
• The best of Bookstores
  ✓ Browser-friendly
  ✓ Intuitive finding
• The best of Dewey
  ✓ Finding specific items
• Award winning system
Health & Wellness

Signs and shelving

Mental Health

0800-0850
**Adult WordThink**

2013-11-19

**Note:** Teen titles always have TEEN in Call# Line 1, and spine labels only include BISAC 1 and 2.

**Note:** Adult Spanish titles always have SPANISH in Call# Line 1, and spine labels only include BISAC 1.

**Note:** Large Print titles always have LP in Call# Line 1, and spine labels only include BISAC 1 and 2.

**Note:** Spoken Word titles always have CD in Call# Line 1, and spine labels only include BISAC 1 and 2.

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Phase out programs to Fuse In other events

- Nina Simon’s C3: creative connected community
- Book clubs
- Maker and Repair Labs
Client Value vs. Time: Service Lifecycle

- Introduction
- Growth
- Maturity
- Decline
- Withdrawal
Maximize value of services in terms of the organization’s objectives
Balance services offerings
Ensure you don’t have more offerings than you can manage/support
Client Interest

Organizational Capability

DOUBLE OR QUIT

CRITICAL

DIVEST or PHASE OUT

MAINTAIN, NO GROWTH

Strategic Fit
Dip diplomatically

- Take what works in your culture
- Cooper’s advice “proceed in a cautious, well-planned manner”
- Acknowledge a service life cycle
Ruthless Prioritization

All high functioning teams must prioritize. Not once a month, not once a week, but *rigorously, and ruthlessly*.

Prioritization means doing the things that are most important first. If you build products, it means doing the things that create the most customer value first.
Why is this so difficult?
Being a manager is simple... if anybody disagrees with you, just say they’re “not a team player”.
“Ruthless prioritization means falling in love with the mission, not the service, not the project.”
To love your mission, you must know your mission.

YOUR LIBRARY EXISTS TO SOLVE A PROBLEM
Rigorous or Ruthless

IS ALL ABOUT OUR MINDSET AND PROCESS
Determine priorities

1. Estimate return on investment in terms of your missions for each project

2. Apply three constraints: dependencies, timelines, and team composition

3. Put the puzzle together—sequence projects based ROI + constraints
ROI

What value for customers is being created?

How much time will this take?

1. Estimate return on investment in terms of your missions for each project or program
Constraints

What needs to happen 1st to allow the project to progress?

What’s going to hinder the schedule?

What competencies & capacity?

2. Apply three constraints: dependencies, timelines, and team composition
3. Put the puzzle together—sequence projects based on ROI + constraints
The key is not to prioritize what's on your schedule, but to schedule your priorities.

Stephen Covey
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Thank you!

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