Competence for the future - different perspectives

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The next 25 minutes…

• Expert committee on Skills Management and Planning
• New challenges!
• Identify present and coming competence needs
• Methods and tools
National Library of Sweden

Expert Committee on Skills Management and Planning

• Cooperation
• Influence
• Identify needs

http://www.kb.se/bibliotek/referensgrupper/expertgruppen-kompetensfragor/
New challenges

- Contribution and impact of the library
- Increased customer demand & involvement
- Increased competition
- Change of generations
New challenges – new skills
Competence?

What do we have and what do we need?

- The organisation?
- The individual?
Your job demands…

• Co-operation
• Communication
• Priorities
• Overview
• Readiness for change
“I hear and I forget, 
I see and I remember, 
I do and I understand.”

Confucius (551 bc - 479 bc)
We remember

• 10 % of what we read
• 20% of what we hear
• 30 % of what we see
• 50% of what we see and hear
• 70% of what we discuss
• 80% of what we do
• 95% of what we teach others.
Methods and tools – more than attending courses, conferences, seminars…

• Competence plan
• (At least) annual career development discussion
• Teach!
• Daily work
• Assignments
• Projects
• Collaboration
• Mentorship, coaching
• Read and reflect - journal club, book club
• Guidance

• Weekly "competence hour" (compare with a weekly hour for fitness activities)
• Brownbag lunch
• Network
• Reflection
• Diary or log book
• Structured feedback or "critical friend"
• Study visit
• ...
Where will you be in 5 years?

...and how will you get there?

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