



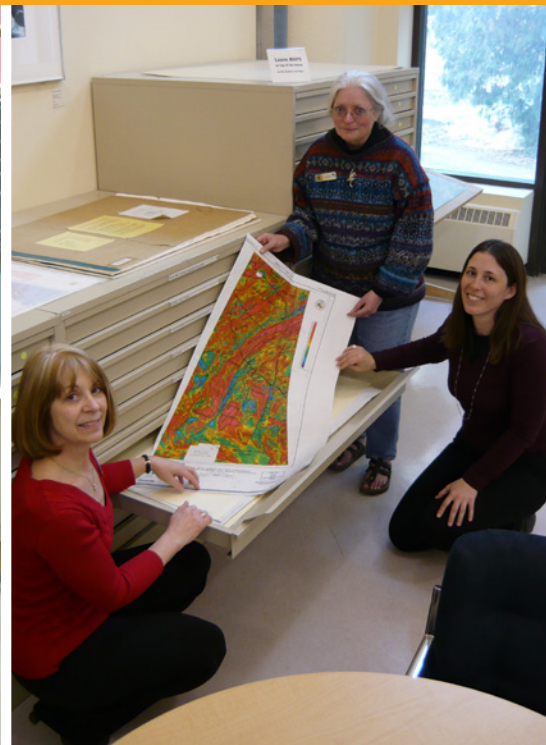
UNIVERSITY OF
SASKATCHEWAN

University Library

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Transforming Library Services, Collections and Facilities: *The University Library People Plan*

SUMMARY VERSION



OVERVIEW

Central themes in the 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 sets out the actions we will take over the next few years to help our people (individually and collectively) grow their knowledge, skills and abilities; share their expertise and build relationships; appreciate and celebrate contributions and achievements; and, effectively communicate within the library and beyond with our community of users.

VISION

As University Library employees we create a learning environment where we take pride in our work, support and respect one another, and together celebrate our successes.

CORE PEOPLE STRATEGY # 1 *Learn & Develop*

We pursue opportunities to grow in knowledge and skills to create a successful learning environment.

By 2012...

- Each employee will understand the importance of their role and responsibility for the library's transformation in the dynamic information environment
- Each employee will have the opportunity to discuss their work goals and professional development opportunities with their manager or supervisor each year
- Employees will be empowered to exercise leadership
- Employees will have the opportunity to acquire the skills necessary to actively engage in and contribute to the learning environment

CORE PEOPLE STRATEGY # 2 *Relationships & Teamwork*

We support and mentor one another by sharing ideas, information and expertise. At every opportunity, we build strong relationships.

By 2012...

- Employees will consistently use effective teamwork to share ideas, information, and expertise
- Employees will have increased opportunities to learn new skills and processes and share their expertise with colleagues

CORE PEOPLE STRATEGY # 3: *Appreciate & Celebrate*

We value and celebrate the contributions and achievements of individuals and teams by recognizing and appreciating one another.

By 2012...

- There will be a culture where employees are sincerely appreciated for their work, ideas, and contributions

CORE PEOPLE STRATEGY # 4: *Conversation & Communication*

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

By 2012...

- The library will broaden its methods to share and keep employees informed
- Employees will have timely information and feel informed about activities and initiatives occurring within their own branch or unit and the Library
- Employees will have a deeper understanding of the activities and contributions of branches and units
- Each employee will understand and accept their responsibility to participate in the sharing of ideas and accurate and timely information

CONCLUSION

The People Plan belongs to every person who works at the University Library. Through this plan we are actively working to achieve a learning environment where we take pride in our work, support and respect one another, and together celebrate our success and thus ensure the transformation of our library. As library employees, our challenge will be to continue to participate as the People Plan evolves with the changing needs of the library and its employees.



For More Information

To view the University Library's integrated plan summary online, please visit library.usask.ca/initiatives/StrategicPlan

To learn more about the University of Saskatchewan's *Second Integrated Plan* and related activities, please visit www.usask.ca/ip

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