



Rapid change...
...is now the norm

Tania Barry



Working in a team or teamwork?

- ▶ Working in a team
 - ▶ Self directed work teams
 - ▶ Belong to one team
 - ▶ Report to a particular person
 - ▶ Work on achieving objectives as part of day to day role
- ▶ Teamwork
 - ▶ Working together
 - ▶ Combining individual strengths
 - ▶ Enhancing team performance

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AHA Moment #1

**You can be part of a
team but not work as a
team**



AHA Moment #2

Join committees



Committees

- ▶ National Library Technicians Committee – Employment Coordinator
- ▶ Victorian Library Technicians Committee – Member
- ▶ Vic Specials Committee – Member
- ▶ ALIA Vic – Member
- ▶ VALA – Executive
- ▶ VALA – Programme Committee
- ▶ National Policy and Advisory Group – Chair
- ▶ National Library Technicians Conference – Marketing Coordinator
- ▶ New Librarians Symposium - Convenor



Committees



- ▶ ALIA Social Media Group – Chair
- ▶ ALIA Careers Advisory Group - Chair
- ▶ Schools Without Books – Project Coordinator
- ▶ Smart City Portfolio - Member

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AHA Moment #3

**Rapid change is now the
norm**



Stages

- ▶ Setting up the team
- ▶ Staff development
- ▶ Moving forward
- ▶ Keeping the momentum happening
- ▶ Celebrating success



AHA Moment #4

Don't tell people "how"



AHA Moment #5

Always explain





AHA Moment #6

Encourage disagreement



AHA Moment #7

**It's not always a
democracy**

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AHA Moment #8

**The behaviour you
accept is the behaviour
you condone**

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AHA Moment #9

**Acknowledge and
celebrate success**



AHA Moment #10

**Selfishness has a high
impact**

Questions?



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