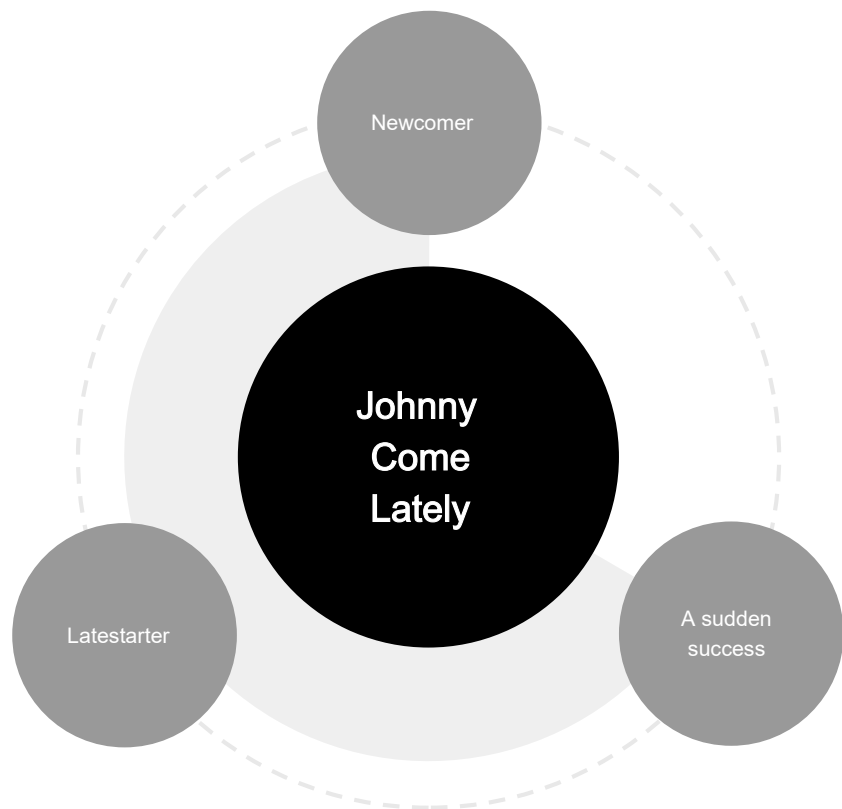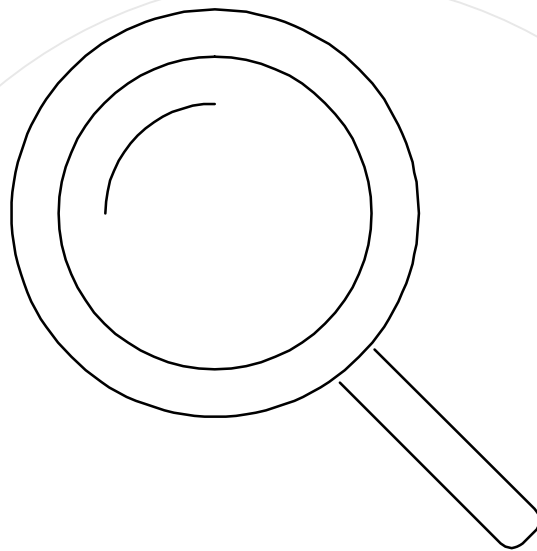Johnny come lately: On being the new kid in town

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What does that even mean?

Johnny Come Lately

Newcomer

Latestarter

A sudden success

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Over Half

Of all jobs advertised by ARL university libraries in 2011 were newly created positions for significantly redefined roles

1

Set goals

But not on day one!

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The First 90 Days

Michael D. Watkins

1 Change your mindset
2 Accelerate learning
3 Make a suitable strategy
4 Secure early wins
5 Negotiate success
6 Acheive alignment
7 Build the dream team
8 Create alliances
9 Keep your balance
10 Help everyone else with the transition

Structure your work

Prioritise your learning

Make time for professional development. Work this into the establishment or re‑focussing of your role if you can

Develop a system

Use Trello, a reference management system or email labels to organise things to read and watch

Incubate Ideas

Record ideas as they come to you, even if you don't know if they have potential. Review them regularly to see if any can be implemented or eliminated

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2

Build your team

And I don't mean the people who report to you

When you talk, you are only repeating what you already know.

But if you listen, you may learn something new.

Dalai Lama
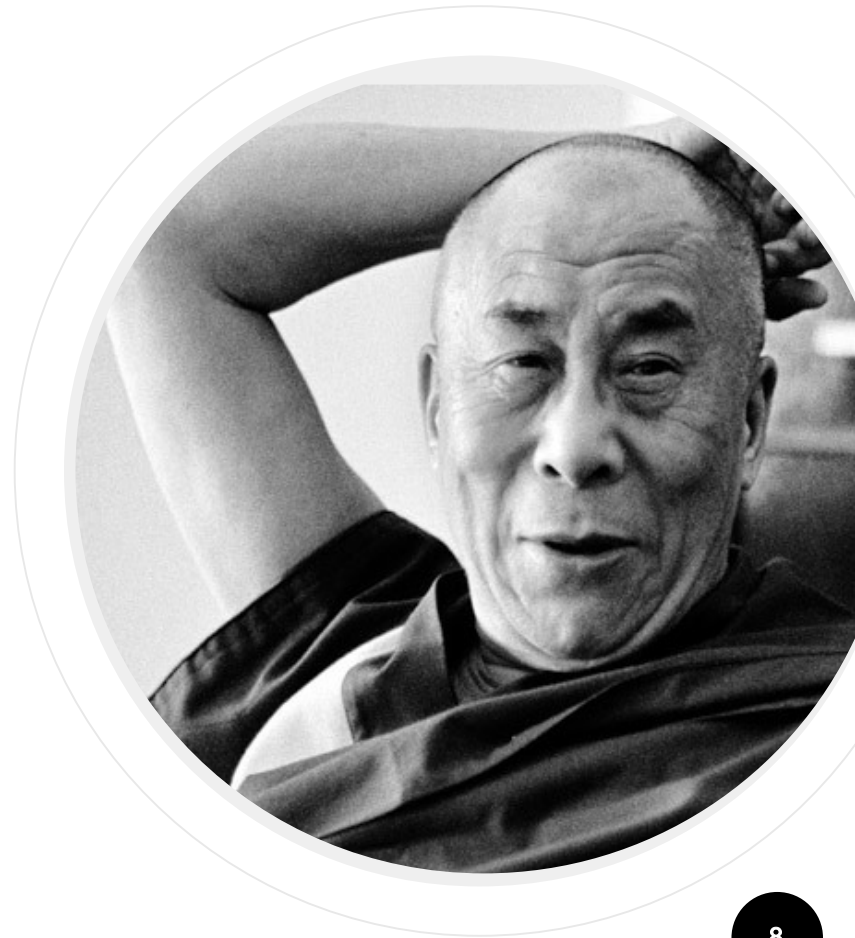
3 Get buy - in from others

But start with consultation

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" **People don't resist their own ideas"**

4

Work visibly

And communicate your value

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Working visibly

A picture is worth a thousand words

If you a responsible for producing quarterly or annual reports – include pictures and data visualisations
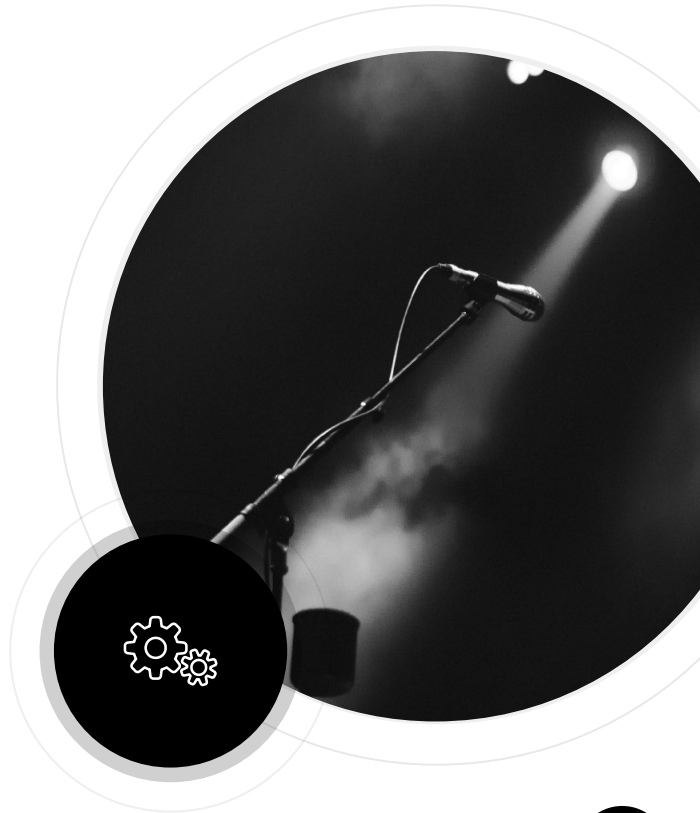
Share, share, share

Share as much of your work as you can. If you're giving a presentation, run a practice session and invite others along

Don't be afraid of self - promotion

It's ok to share your achievements. Be explicit about the completion of goals. Be forward in asking for opportunities

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5

Speak truth to power

But be "competently courageous"

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Create the right conditions for action

14

Sources

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