

# **Washington Library Trainers**

**WALT Interest Group of WLA  
April 2012**

## Working Together

We shape our self  
to fit this world

and by the world  
are shaped again.

The visible  
and the invisible

working together  
in common cause,

to produce  
the miraculous.

I am thinking of the way  
the intangible air

passed at speed  
round a shaped wing

easily  
holds our weight.

So may we, in this life  
trust

to those elements  
we have yet to see

or imagine,  
and look for the true

shape of our own self,  
by forming it well

to the great  
intangibles about us.

- from *The House of Belonging* by David Whyte. Copyright ©  
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***Our WALT Brainstorming Process -- WLA 2012***  
**Based on *de Bono's Thinking Course* – Edward de Bono**

THE PROCESS:

The TEC Framework combined with a 5-minute think: the intent is to focus our thinking toward a deliberate task.

1. **T** stands for “Target” and “Task” (*1 minute*)

Our TARGET is the precise focus of thinking, which is Library Training Programs for Washington Libraries – the TOP CHOICE. We spent more time on self reflection about our targets. With the results of our voting for our target, we would have then addressed...

Our TASK, which is what we need to DO:

- a) What can we improve?
- b) What isn't working?
- c) What problem needs to be solved?
- d) What training could be more effective?
- e) What can be shared?

2. **E** stands for “Expand” and “Explore” (*2 minutes*)

This is the positive and free flowing time. No judgment, just the best ideas. Richness is important.

3. **C** stands for “Contract” and “Conclude” (*3 minutes*)

Make sense of what we have. Come to a conclusion. It may be a:

- Solution
- Creative idea
- Additional approach
- Alternative
- Opinion

The conclusion is the outcome of our process (not a summary):

- A specific answer, idea or opinion
- A full listing of ideas is to be considered

According to the authors, maintaining this strict schedule creates a focus and clarity that helps the brainstorming process. Try it out and report your findings.

NOTE: Our challenge would have been to do this process with the targets from our first exercise. See the results on the next page.

WALT Target Training votes: (note – voting may not be the best way to get to our targets; it would have been better if we narrowed the field and then did a **Pro/Con** analysis of the choices. It may have influenced our top target selection in ways a direct vote would not have captured.)

Our challenge for the next meetings is to review this varied list and identify for whom, when and how learning can be targeted to meet these needs. For example, one WALT member may need a skill or learning resources that another WALT member can share from their experience. Let's get creative together!

For your own personal training (1<sup>st</sup> choice):

4 votes Course and Curriculum Development

3 votes Influencing When You're Not in Charge

2 votes Training On-line

One vote each for the following:

- Conflict Resolution
- Giving Feedback
- Social Media in Training (Does it Really Work?)
- Using Metaphors and Proverbs in Training
- Effective Outreach
- Presentation Skills
- Trends in Library Service
- Getting and Keeping Staff Engaged

For your own personal training (2<sup>nd</sup> choice):

4 votes Training Online

2 votes Social Media in Training (Does it Really Work?)

One vote each for the following:

- Working with the Mentally Ill and Homeless
- Conflict Resolution
- Getting and Keeping Staff Engaged
- Mentoring
- Course and Curriculum Development
- Trends in Library Services
- Giving Feedback
- Merchandising of Library Materials and Services
- Collaboration
- Peer-to-peer Learning
- Customer Services

Learning Targets for your libraries:

12 votes Team Building and Development

9 votes Effective Outreach

8 votes Supervision Skills in Libraries

7 votes Training Online

6 votes Working with the Mentally Ill and Homeless

4 votes Merchandising of Library Materials and Services

2 votes Trends in Library Services

2 votes Communication Skills