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# Report from the workshop: Empowering our future

## Competence Exploration Workshop for Early Career Research Librarians

Cape Town, Vineyard Hotel, May 2024  
Professor Lisa Hinchliffe and Vice President of Lib. Rel. Charlotte Wien with  
Library Director Hilde van Wijngaarten.





# I am



Dr. Charlotte Wien

Charlotte.wien@elsevier.com

- Vice President of European Library Relations and Professor of Scholarly Communication at Arctic University in Tromsø, Norway.
- My task:
  - To build stronger and better relations between the European Libraries and Elsevier supporting librarians and their needs
- My tools:
  - knowledge about the scholarly communication ecosystem and its major stakeholders
  - Certified LSP instructor

## No. of Research librarians?

- 190.000 in US
- 180.000 in EU
- Probably about 1 mill. Worldwide
- New hires are taught librarianship by “old hires” in many countries



Welcome



Fiesole  
Retreat

# THE ELSEVIER FOUNDATION



ELSEVIER

INFORMATION TRAINING AND  
**ITOCA**  
OUTREACH CENTRE FOR AFRICA

Comprehensive Decisions Workshop for Early Career Professionals



# Hilde van Wijngaarten

Dr. Hilde van Wijngaarden

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Director University Library Vrije Universiteit  
Chair of the Dutch Consortium of University  
Libraries and National Library

Executive board member of LIBER (Alliance of  
Academic Libraries in Europe)

- Focus on Open Science and the role of libraries facilitating Open Access, FAIR data and Open Education.
- Building a good team that inspires, innovates and supports students, teachers and researchers
- Connecting libraries to open up science, set up societal engagement.



# Lisa Hinchliffe

[lisalibrarian@gmail.com](mailto:lisalibrarian@gmail.com)

Professor & Coordinator for Research Professional Development,  
University Library Affiliate Faculty, School of Information  
Sciences, European Union Center, & Center for Global Studies  
University of Illinois at Urbana-Champaign

## **My work:**

To provide training, coaching, and mentoring for library employees so that they are supported in achieving success in their research and scholarship roles.

To conduct and publish my own research.

To provide service to the university, my community, and the library profession.

## **My tools:**

Deep knowledge of academic libraries, higher education, and scholarly communications.

Advanced degrees in library science and educational psychology.

Training in foresight and futures thinking.

Broad and deep professional network of colleagues and experts.



# Program



- Welcome and Introduction
- Three mini lectures
  - Lisa Hinchliffe “The recombinant research library”
  - Hilde van Wijngaarten “Making connections”
  - Charlotte Wien “The Impact of (the lack of) Formal Education on the Professional Identity of Research Librarians”
- Break
- Create our vision for the future research librarian using Lego Serious Play
- Wrap up and what’s next



# The Recombinant Research Library

**Lisa Janicke Hinchliffe**

Professor and Coordinator for Research Professional Development  
University of Illinois at Urbana-Champaign

Presented at  
The ITOCA-Elsevier Foundation Workshop  
2024 Fiesole Collection Development Retreat  
Cape Town, South Africa

# **Foresight for Libraries: Peering Into the Future to Make Better Library Decisions Today**

Goal: Identifying, assessing, and (perhaps) shaping the way that systems and relationships develop over time.

Aspects:

- Careful and thoughtful analysis of current conditions, pressures on the system, risks, resources, and the potential implications of current trends.
- Process reveals potential futures; it does not predict a particular future.
- Develop strategies, policies, action plans, etc., that move toward desirable futures while also avoiding undesirable futures.
- Purposeful action to increase the probability, plausibility, and feasibility of the desired futures.

Common Mistake: Conflating values and theories about how the world should be with how the world currently is, which leads to adopting strategies that have unintended consequences and inadvertently decrease the likelihood of desirable futures.

# One Technique: Trend Analysis

# A trend ...

- ◎ ... is a tendency or direction of change over time.
- ◎ ... can be increasing or a decreasing.
- ◎ ... can be strong or weak.
- ◎ ... can be accelerating or slowing.
- ◎ ... influences but does not determine the future.

# IFLA TREND REPORT UPDATE 2023

*Realising libraries' potential as partners  
for development*

Based on the contributions of:  
Mihai Ionuț Abde, Vivian Anjasmah, Eric Corbett,  
Bryan Boy Carter, Zhi Dong, Leubonix Thyfok,  
Xiaofang Zhang

INSIGHTS FROM THE



TREND  
REPORT



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## View from the top

Academic leaders' and funders'  
insights on the challenges ahead

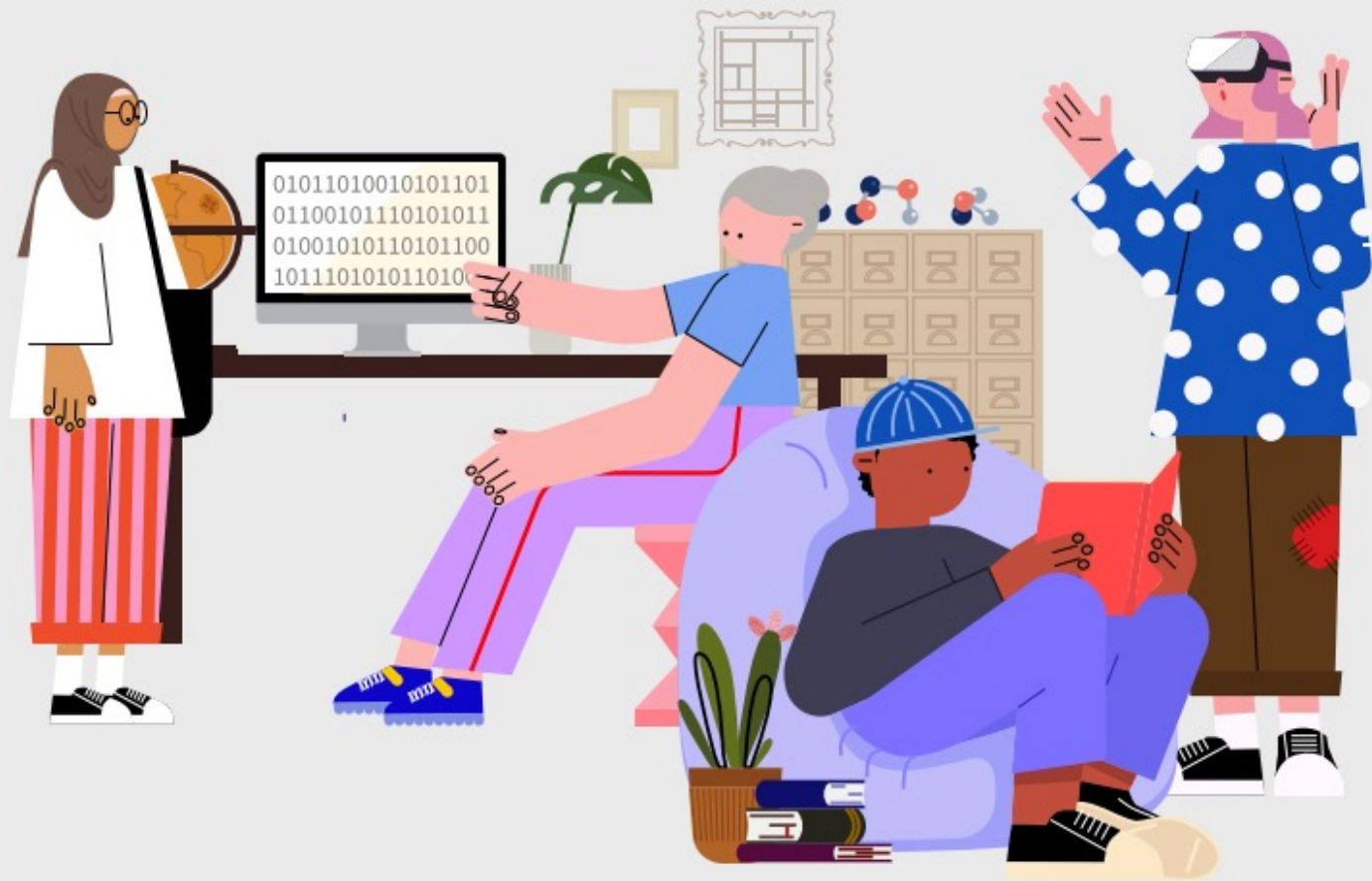
Published March 2023



# Applications of Foresight in Libraries

- ① Drive Strategic Planning
- ① Guide Service Development
- ① Identify Innovation Possibilities
- ① Inform Staff Training and Recruitment
- ① Assist in Handling a Crisis or Negative Event
- ① ...

CLICK



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The transformation of the librarian: from collections to connections  
Connect people and knowledge

Why the library?

- ❖ An inspirational and safe space
- ❖ Meeting and support

Why librarians?

- ❖ Connecting research and support
- ❖ Extreme networking
- ❖ Need to innovate and do that together
- ❖ Value based, highly involved

# The Role of Formal Education in Shaping Professions

- Defining Professional Identity
- Shared Theories and Methods
- Defining Concepts and Terminologies
- Ethical Frameworks and Standards
- Continuing Professional Development
- Advocacy and Recognition



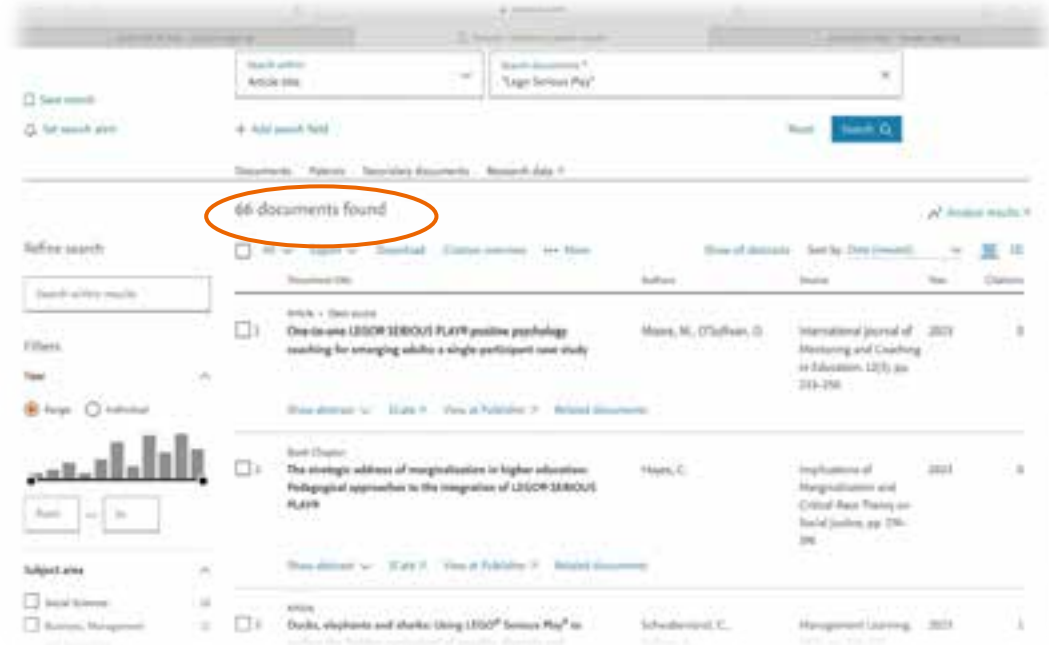
# Why Lego Serious Play?

- Facilitating tool build on 80-20 rule
- Bridging personality gaps
- Gives everybody a chance to think
- Takes out the stress of presenting
- Associated with fun and play
- Everyone can do it!



# Based on solid theories and empirical research

- Organizational Identity (Albert, Whetten & Clegg)
- Constructionism (Papert)
- Complex Adaptive Systems theory (Kaufmann)
- Organizational Epistemology (von Krogh&Ross)
- Bricolage (Levi-Strauss)
- Autopoiesis in Social Systems (Luhmann)



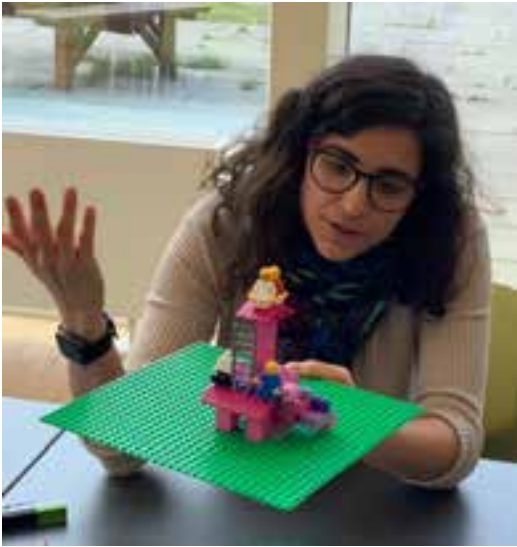


# How to LSP?



1. Define a challenge by asking a question

## 2. Share what you have built with teammates



Librarian's dreamhouse with tower for reading books



- Library director's metaphor for new friendly female rector



- Library director's' metaphor for old male rector

Build your metaphor for the future librarian and share













# Miniposter Mentor program Media attention



# When I am asked what I learned at this workshop, I will tell them...?”



I learned that in order to be a successful librarian you need to have the right skills, and what is expected from research librarians in the library profession. Also, the shift to open access publishing what we imagined 10 years ago is happening now.

The future librarian can be defined in many ways but more importantly, technology (AI) is always part of the explanation.

The future research librarian is ready for what is coming. We are not scared of AI!

My take away from the second presentation is connecting with user creates a bond of trust between the info seeker and the library. If a connection is made between the library and patron, patrons tend to trust and rely on the library to satisfy their access needs. This also tends to be a market strategy in a sense that users who trust the library tend to refer other user to the library, and at the end of the day you have users automatically market your library services.

Creativity as a librarian in the present and future.

Team work – I have learnt that everything is a lot more easier when done in collaboration.

Team work among librarian is key to overcoming multiple challenges ahead. Foresight is important. There is need for future thinking and a deliberate attempt to make more connections not only for effective service delivery and research support, for also to advocate and legitimize the profession.

I learned what a future librarian should be like. I learned what is future and trends. How librarians should work.

We need to adopt as librarians, but as libraries as well, to inspire our users through their environments, resources and the skills we offer them as future librarians.



Thank you!

