Building Your Dream Team

Assembling Your Ultimate Group of Avengers

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Disclaimer

We are not the experts
Why are We Here?

➢ Issues with student assistants
➢ New full time staff
➢ Generational issues
➢ Frustration
➢ Ah-ha moments
➢ Share ideas
Background

Once upon a time...
Sunshine and lollipops and rainbows

Photo by Iwona Castiello d'Antonio on Unsplash
Our Experience
The bad and the ugly

- Who is this person?
- Where are they?
- Low engagement levels
- Attention to detail
- Conflict within teams
What changed?

★ Technology - Integrated Library Systems (ILS)
★ Lack of ownership
★ Relationships started to change, the gap widened
★ We didn’t change:
  ○ Hiring process
  ○ Training
  ○ Communication
★ New technology - cell phones and social media
★ Different generations in the workplace
Mentimeter questions

www.menti.com

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Let’s Check our Assumptions
“The children now love luxury. They have bad manners, contempt for authority; they show disrespect for elders and love chatter in place of exercise”

-Socrates
What Have We Learned

Strategies and Techniques

★ Change begins with us - the managers/leaders
★ Think differently
★ Check our assumptions
★ Change our processes
★ Assign meaningful work
What Have We Learned

- Regular check ins & meetings
- Feedback - two way street
- Praise
- Be flexible
- Be engaged
- Reassess on occasion - don’t become complacent
How Have We Changed?

- Change in interview process
- Review training process
- Mentoring
- Feedback
- Regular check ins
- Giving praise
Further information

Kent State University- Library of Congress interactive training: 
https://www.library.kent.edu/library-congress-tutorial-call-number-and-shelving


Courses

McMaster University Continuing Education: 
www.mcmastercce.ca

-Leading Millennials - Rumeet Billan
-Unconscious Bias - Rumeet Billan
Questions?
Thanks for coming

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