

Memo

To: Jennie Stapp, State Librarian **To:** Montana State Library Commission

From: Tracy Cook **From:** Jo Flick, CE Coordinator
Lead Consulting & Learning Librarian

Date: March 18, 2020

Re: Trust Fund Request

We request \$5000 for materials for a collaborative/teamwork building exercise for attendees at the Director's Institute. Andrew Sanderbeck who is facilitating the Director's Institute will lead attendees in an exercise where teams of librarians work together to build practical and fun items that will be donated to children in need after they are completed.

The details of the exercise are a surprise to Institute attendees because the surprise factor opens the neural pathways for deeper learning. The exercise which involves an extended and complicated task requires cooperation, collaboration, shared responsibilities, leadership, and the combined knowledge and skills of the whole team to complete successfully. The activity is designed for participants deeply explore all three domains of learning: cognitive, affective and psychomotor. It's rare for an adult learner to have the time and resources to fully engage in an activity like this and to then be able meta-analyze, guided by an expert facilitator, their own set of skills and their own style for developing relationships and fostering cooperation.