

Memo

To: Montana State Library Commission
Jennie Stapp, State Librarian

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

Date: May 13, 2021

Re: Trust Fund Request

Staff request \$2,000 for materials for a collaborative/teamwork building exercise for attendees at the Director's Institute, August 30-September 2 at the Ursuline Center in Great Falls. The funding will be used to purchase 8 kits and associated items. 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. This activity is complicated and challenging, and is designed for participants to explore their strengths and identify their personal challenges when they collaborate in order to solve complex and difficult problems.

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, creativity, tenacity, 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.

The outcomes planned for the 2021 Directors Institute are:

- Trust in the process of collaboration regionally & statewide as evidenced by engagement in statewide or regional projects

- Develop peer relationships that promote kinship & collaboration between libraries
- Be able to clearly articulate “why” MT libraries value collaboration
- Better understand when autonomy is less important than expanded services
- Identify a few projects or programs around regionalized or statewide collaboration; MSL-sponsored or not
- Convert scarcity mindset into an abundance mindset
- Be able to convince local stakeholders to influence decisions that promote resource sharing and collaboration

And our anticipated impacts from this 4 day - 24 hour intensive training event directly address the Fair Access Resolution of the MT Library Commission: *Fair access to library services for every Montanan.*