



**CONTINUING PROFESSIONAL
DEVELOPMENT & WORKPLACE
LEARNING**

UPDATE

CPDWL

*Newsletter of the **Continuing Professional Development
& Workplace Learning** Section #43 of the
International Federation of Library Associations and Institutions*

Inside this issue

Standing Committee Officers and Responsibilities	2
Letter from the co-Chairs	5
Standing Committee meetings	7
CPDWL Strategic Plan 2012-13 and beyond	9
Satellite meeting in Tampere / Juanita Jara de Súmar	10
Conference programme in Helsinki	15
Report of the IFLA DIAL Working Group / Ulrike Lang	16
From the Information Coordinator / Catharina Isberg.....	18
New Librarians Global Connection: best practices, models and recommendations	18

Standing Committee, Officers & Corresponding Members

Responsibilities

CPDWL Standing Committee, Office Bearers & Corresponding Members (revised 01/09/11)

NAME	ADDRESS & CONTACT NUMBERS	TERM	RESPONSIBILITIES
Officers			
Ulrike Lang Co-Chair	Head of Education + Training Department State and University Library Von Melle Park 3 D-20146 HAMBURG Germany Tel. +(49)(40)428385696 Fax +(49)(40)4285532 Email: lang@sub.uni-hamburg.de	2nd term 2011-15	Oversee strategic direction and revision of Strategic Plan. Section representative at Coordinating Board meetings. Translate CPDWL guidelines into German
Sylvia Piggott Co-Chair/Treasurer	Global Information Solutions Group 3835 Northcliffe MONTREAL, H4A 3K9, Canada Tel. +1-514-860305 spiggott@sympatico.ca / sylviapiggott@hotmail.com	2nd term 2009-13	Section representative at Coordinating Board meetings. Manage Section accounts Revision of Strategic Plan Library management journal
Monica Ertel Secretary	Director, Global Information Services Bain & Company 66 Oakdale Avenue SAN RAFAEL, CA 94901 United States Tel. +(1)(415)4828104 Email: monicaertel@yahoo.com	2nd term 2011-15	Organise committee meetings and manage agenda/minutes.
Catharina Isberg Information Coordinator	Deputy Library Director SLU University Library Box 51 23053 ALNARP Sweden Tel.+(46)(40)415047 Email: catharina.isberg@slu.se	1st term 2011-15	Manage website. Provide information to IFLA website coordinator.
Standing Committee Members			
Linda Ashcroft	Liverpool John Moores University, School of Business Information 98 Mount Pleasant LIVERPOOL L3 5UZ, United Kingdom Tel. +44-151-2313425 Fax +44-151-7070423 L.S.Ashcroft@ljmu.ac.uk	2nd term 2009-13	Library Management journal
Lamyaa Belmekki	Informatiste - Enseignante vacataire Ecole des Sciences de l'Information Résidence El Youssoufia, Appartement 32, Av. Bir Anzarane, Maarif CASABLANCA 20000 Morocco Tel.+(212)667042100 E-mal lambelmekki@yahoo.fr	1st term 2011-15	
Bau-Mei Cheng	Head, Information & Computing Library, National Central Library Annex Information & Computing Library 13F, No.106, Section 2, Hoping East Road TAIPEI 106, Taiwan Tel. +(886)(2)27377736 fax +(886)(2)27377740 brenda@msg.ncl.edu.tw	2nd term 2011-15	
Linden Fairbairn	Director, Library Services at the NSW Dept. of Attorney General and Justice SYDNEY NSW 2006 Australia Email linden_fairbairn@agd.nsw.gov.au	1st term 2011-15	

Winter 2012-13

Matilde Fontanin	Librarian Università di Trieste, Biblioteca della sede di Gorizia Via Alviano, 18 34170 GORIZIA (GO) Italy Tel. +(39)(0481)599263 Fax +(39)(0481)599262 Email: fontanin@pug.units.it	1st term 2009-13	
Loida Garcia-Febo	Coordinator of Special Services Queens Library 7901 4th Ave A16 BROOKLYN New York 11209 United States Tel. +(1)(917)5482970 Email: loidagarciafebo@gmail.com	1st term 2011-15	
Annamarie Goosen	Project Manager LIASA P.O. Box 1598 PRETORIA 0001 South Africa Tel.+(27)(12)3246096 Fax.+(27)(12)3231033 Email: cicd@liasa.org.za	1st term 2011-15	
Arne Gundersen	Senior Adviser National Library of Norway P.O. Box 2674 Solli N-0203 OSLO Norway Tel. +(47) 23276258 Fax +(47) 23276010 Email: arne.gundersen@nb.no	1st term 2009-13	
Roisin Gwyer	Associate University Librarian Frewen Library, Cambridge Road Portsmouth, England, PO1 2ST United Kingdom Tel: +44-23-9284-3221 Fax: +44-23-9284- 3233 roisin.gwyer@port.ac.uk	2nd term 2009-13	Develop and implement marketing plan and communications strategy Sponsorship
Anne Lehto	Head of Department Tampere University Library, Information Services P.O. Box 617, Kalevantie 5 33014 UNVIERSITY OF TAMPERE Finland Tel. +(358)(3)35517867 Fax +(358)(3)35517493 Email: anne.m.lehto@uta.fi	1st term 2009-13	
Michel Netzer	Head of the Continuing Professional Development Department Bibliothèque Nationale de France Quai François Mauriac 75706 PARIS, France Tel.+ (33)(1)53794134 Fax +(33)(1)53794356 michel.netzer@bnf.fr	2nd term 2011-15	Translate CPDWL guidelines into French
Pijushkanti Panigrahi	Professor & Head, Dept. of Library & Information Science The University of Calcutta 87/1, College Street Kolkata-73 CALCUTTA 700073 India Tel.+(91)(94)34243522 Email: panigrahipk@yahoo.com	1st term 2011-15	
Irma Pasanen	Associate Library Director for Information Services Helsinki University of Technology Library P.O.B. 7000 02015 ESPOO TKK Finland Tel. +(358)(9)4514125 Fax +(358)(9)4514132 Email: irma.pasanen@tkk.fi	1st term 2009-13	

Winter 2012-13

Mary-Jo Romaniuk	Associate Director University of Alberta Library 5-07 Cameron Library EDMONTON AB T6G2J8 Canada Tel. +(1)(780)4925958 Fax +(1)(780)4927925 Email: mary-jo.romaniuk@ualberta.ca	1st term 2009-13	
Susan Schnuer	Associate Director University of Illinois, Mortenson Center for Int. Library Programs 1402 Gregory Drive, Room 142 URBANA, Illinois 61801 United States Tel. +(1)(217)3330031 Fax +(1)(213)2650990 Email: schnuer@illinois.edu	2nd term 2009-13	Organize Satellite Conference 2012 Oversee strategic direction and revision of Strategic Plan.

Corresponding members and other roles			
Juanita Jara de Súmar Newsletter Editor	Liaison Librarian Humanities and Social Sciences Library McLennan Library Building 3459 McTavish Street Montreal, Quebec, Canada H3A 1Y1 Tel: (1)(514) 398-4729 Fax: (1)(514) 398-7184 Email: juanita.jaradesumar@mcgill.ca	2 nd term 2011-13	Edit and produce two newsletters per year Translate CPDWL guidelines into Spanish
Jana Varlejs	Associate Professor Emerita, Rutgers School of Communication & Information Home: 612 S. First Ave., Highland Park, NJ 08904 Tel. +(1)(732) 846-6850 Email: varlejs@rutgers.edu	1 st term 2011-13	Update CPD quality project
Eileen Breen Section Publisher	Emerald Group Publishing Limited Howard House Wagon Lane Bingley Bradford BD16 1WA, UK Tel: +44 1274 777700 Fax: +44 1274 785244 E-mail: ebreen@emeraldinsight.com	2 nd term 2011-13	Website support
Margaret Law	Associate University Librarian, International Relations Director, University of Alberta, Canada Margaret.Law@ualberta.ca	1 st term 2011-13	
Sandy Hirsh	Professor and Director School of Library and Information Science San Jose State University Sandy.hirsh@sjsu.edu	1 st term 2011-13	

Letter from the co-Chairs



Ulrike Lang



Sylvia Piggott

Dear CPDWL members and friends,

After a very active and successful year 2012 with a well attended pre-conference in Tampere, Finland and very good conference presentations at our session in Helsinki, Finland, we are now on the way preparing the 2013 Singapore Conference.

The high standard of the Tampere Conference can be seen in the papers contained in IFLA publication No. 157 *The Road to Information Literacy* and also in one of our presentations in Helsinki which will be published in the IFLA Journal.

We intend to keep delivering the same high quality in our future programmes, as we use the creativity and knowledge of our section members to create an interesting programme for Singapore in August.

CPDWL will host a workshop session. The theme is ***“Taking charge of your career”***. The format will be of round table discussions, each lead by a team leader with some experience on the topic who will facilitate sharing and recording of information. Our information coordinator Catharina Isberg will start with an introduction ***“Competence wheel: communication and personal skills”***.

The different tables will deal with intercultural competencies, publishing of papers, self managed careers, personal skills and competencies, the use of social media, alternative careers, internationalizing your career and jump starting career and, finally, professional ethics.

We hope you will be able to visit several tables but we will also prepare some flyers with the most important information from each table so you can carry home an overview of all the topics.

Additionally, and in collaboration with SET (Education and training section) we are planning a session with the theme ***“Libraries as learning organisations: how to nurture growth in our staff and our communities”***. The Call for Papers is out with the expectation that submissions will be received by the end of January 2013.

And last but not least, together with NPSIG (New Professional Special Interest Group), CPDWL is planning the session ***“New librarians global connection: best practices, models and recommendations”***, presented also in a workshop style.

Please check the IFLA programme for conference details and times at the end of March.

In addition to these professional topics, CPDWL is also very much interested in the modernization and enhancements of the IFLA organization.

We are also pleased to report that our Information Coordinator Catharina Isberg and Co-Chair Ulrike Lang are founding members of the IFLA DIAL Working Group and will help to promote the updating of communication in IFLA.

The strong connection with the New Professional Special Interest Group (NPSIG) spearheaded by Loida Garcia Febo, is also a significant part of our work. The webinars which Loida hosts with the support of ALA are a very good example of this. The sessions consisting of international participants with topics of global interests are generally well attended. The timing is very convenient for the different time zones worldwide and the entrance to the chat room is very easy.

Some of the section members will end their terms in Singapore. They will leave a huge gap of professional competency and we surely will miss their support. Therefore, if you are interested in working with an active international group please do not hesitate to contact us.

Finally, I, Sylvia Piggott, Co-Chair and Treasurer, have completed my two terms with CPDWL and will be moving on to another Section of IFLA at the end of the first CPDWL Section meeting in Singapore. It has been a pleasure to work with such a dynamic group. Having been coordinator each year of a CPDWL programme session I know how much we can count on our Section members for support of these sessions. I coordinate my final session in Singapore. I pledge continued support of your programme sessions despite the fact that I am moving on.

We wish you a happy and successful year and hope to see you in Singapore!

Sylvia Piggott (spiggott@sympatico.ca)

Ulrike Lang (lang@sub.uni-hamburg.de)



**Continuing Professional
Development and Workplace
Learning Section**

Standing Committee Meetings

Helsinki

The two Standing Committee Meeting in Helsinki took place on Saturday 8/11 @ 12:30-15:00 Room 208, and Tuesday 8/14 @ 9:45-11:15 Room 208 The Meeting minutes of CPDWL section in Helsinki, Finland are now available on our [Section's website](#).



First Standing Committee Meeting



Standing Committee Dinner, next to a Helsinki Lake



Second Standing Committee Meeting

Virtual meeting

A virtual [Standing Committee Officers Meeting](#), was held on December 18, 2012. The minutes of this meeting are also available on our Section's website .

Join CPDWL !

<http://www.ifla.org/cpdwl>

CPDWL Strategic Plan 2012-13 and beyond

CPDWL Action Plan supports IFLA Key Initiatives as listed below:

IFLA Key Initiatives:

1. Digital Content Programme: Driving access to content, and digital resources, for library users
2. International Librarianship Leadership Development Programme: capacity building to raise the voice of the profession nationally, regionally and internationally
3. Outreach Programme for Advocacy and Advancement of the Profession: connecting, collaborating, representing strategically
4. Cultural Heritage Disaster Reconstruction Programme: Culture is a basic need, a culture thrives through its cultural heritage, it dies without it
5. Multilingualism Programme: a multilingual IFLA website opens windows to the world

CPDWL Action Plan also supports IFLA Strategic Plan

IFLA KEY INITIATIVES	CPDWL ACTION 2012-2013	REMARKS
#3, #5	A 2-hour Workshop on Career development in Singapore	The content of the presentations will be published on CPDWL website
	Collaboration on a programme with Education and Training Section (SET) on The Learning Organization in Singapore	Multilingual and multicultural presentations on the topic
	Update the Handbook on Programme Planning	Update the literature review for the quality principles of Programme Planning. This Handbook is available to the IFLA members
	Collaboration on a programme with New Professionals SIG on the most popular themes from the 2012 newlibgc webinar cycle and build an open session around it, in Singapore	Themes will include: 1.LIS school curriculum, gained skills and degrees vs. “the reality” at work; 2.Mentoring; 3.How to develop leadership skills as a new professional; 4.Continuing Professional Development for new professionals
	Collaboration with International Librarian Project ILE on Professional Librarian Exchanges	This programme is capacity building to raise the voice of the profession nationally, regionally and internationally
	Appointment of members for the SC, including Corresponding members, before February 2013	Follow IFLA’s nomination process to recruit and reconfirm members to the SC
	Improve the communication of the section by developing the CPDWL presence in social media.	A CPDWL blog , Twitter account and a Facebook group.

Satellite meeting in Tampere

Juanita Jara de Súmar. Newsletter Editor

The Road to Information Literacy: Librarians as Facilitators of Learning is the title of the Satellite meeting convened jointly by the Continuing Professional Development and Workplace Learning and Information Literacy Sections and hosted by Tampere University Library, in Tampere, Finland, 8 – 10 August 2012 . The organizing committee was chaired by Susan Schnuer and Leena Toivonen.



The organizers who made of this meeting a success addressing the audience

Conveners, host and editorial team did a fantastic job,. The venue was excellent and the programme was rich, varied and very interesting. For the first time a CPDWL satellite meeting had it own website <http://iflasatellitetampere2012.wordpress.com>, where you can find the slide shows that accompanied the presentations.

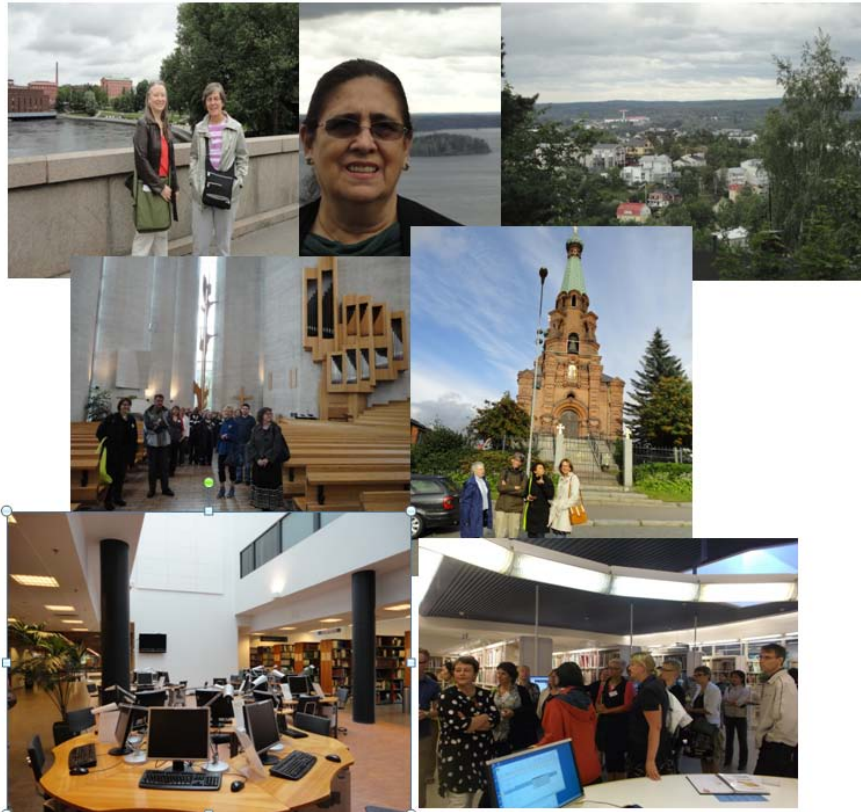


Volunteers from Tampere University in charge of logistics

A mentoring programme for first time participants was offered for this event, The help of seven volunteers coordinated by Arne Gundersen and Zuza Wiorogorska was much appreciated by those who benefitted from it.

Also, as is customary in all CPDWL satellite meetings, the editors of the proceedings: Roisin Gwyer, Ruth Stubbings & Graham Walton delivered the volume containing the Elizabeth Stone Memorial Lecture and 22 selected papers. The proceedings have been published as [IFLA Publications Series 157](#).

A total of 126 registrations were received. Participants came from all five continents, but mainly from Europe. And something they appreciated very much was the friendly atmosphere and the opportunities for networking.



Tampere: water, trees, churches and LIBRARIES

The local committee organized a city and surroundings tour, various library tours, a reception at the Old City Hall, offered by the City of Tampere, and an excellent Conference dinner.





The Conference itself started with a Welcome address from Katja Kannonlahti, the University of Tampere Head of Communications. This was followed by the Elizabeth Stone Memorial Lecture, delivered by Kirsti Lonka from the University of Helsinki, on *Engaging Learning Environments for the Future*.

The second day started with the Keynote Lecture *Facilitating Learning Through Guided Inquiry*, delivered by Carol Kuhlthau, Professor Emerita Rutgers University





Waiting for the official opening of the Satellite meeting

The rest of the program of the two days was divided in seven sessions, with a total of 37 papers and 6 workshops.



Moderators introducing the presentations



Attending presentations and participating in workshops

There were also 6 poster sessions on display.



Poster sessions were very well visited

The organizers expressed their gratitude to the Tampere University staff who helped in multiple ways and the librarians who conducted visits and library tours, and to Standing Committee members who volunteered to be moderators of the sessions.

And, of course, the coffee breaks and lunches were wonderful!



Additional photos can be seen at
<http://www.flickr.com/photos/taykirjasto/sets/72157630982989118/show/>

Conference programme in the Helsinki Congress

This year's Continuing Professional Development and Workplace Learning session, *Libraries and librarians as forces for transformative change: continuing education the fuel*, was programmed as Session 162. It took place on **Wednesday 15 August 2012** from 09:30 to 11:30 am, in Room: 3. The papers presented at that session can be read in <http://conference.ifla.org/ifla78/programme-and-proceedings-day/2012-08-15> This session was categorized as part of *Congress track 5: Ideas, innovations, anticipating the new*.

Sylvia Piggott chaired the organizing committee and coordinated the revision of paper proposals for this sessions. She also presented the introductory talk. Papers selected were authored by librarians from United States, China, Germany, Finland, India and The Netherlands.



The CPDWL session attracted a very large crowd

Report of the IFLA DIAL Working Group

Ulrike Lang, Co-Chair of CPDWL

During the World Library and Information Congress (WLIC) in Helsinki the issue of communication within IFLA was discussed and an active interest in strengthening the flow of information and communication was expressed.

As a result of one of these discussions, during the Division IV Leadership Brief on August 12, led by Division Chair Anna Maria Tamaro, the IFLA DIAL Working Group was established to investigate concerns related to IFLA communication issues and to develop proposals for the Professional Committee to consider at its meeting in December 2012 and to develop a work strategy and establish a consultation mechanism.

The group posted an opening statement in English and Spanish inviting participation to contribute to web-based discussions using different channels, including IFLA-L and comments on several IFLA blogs.

A short online survey available in English and Spanish received replies with a good geographical spread. 45% of the respondents were IFLA Officers, SC Members or SIG Conveners.

The questions of the survey were also posted on twitter.

Q1. What do you think about the way that IFLA communicates with its activists?

Q2. What do you think about the way that IFLA communicates with its members?

Q3. What do you think about the way that IFLA communicates with the general public?

Q4. What do you think about the way that IFLA uses social media? (blogs, twitter, etc)

Q5. What suggestions do you have to improve communications within IFLA?

A majority of respondents would like to see *more transparency in decision-making processes*, and more open discussions rather than just decisions communicated to officers and other activists.

There was also the general feeling that *officers are limited by rules and the communication between sections is minimal and should be encouraged*.

Most communication between IFLA officers and activists is face to face at the WLICs and some email contacts.

If members cannot join the WLIC, there is almost no communication. And for many colleagues IFLA is something far away and expensive.

Most respondents would like ongoing, constant communication online. The need for an intensified exchange in these virtual spheres and the shift towards more participating media like social networks was expressed.

The responses of the survey also pointed out that IFLA would benefit from a much stronger and more strategic social media strategy. So far (with some exceptions) new media have just been added on top of the old structure. Respondent missed personal blogging and twittering that allow readers to sense the breath and pulse of the organisation.

IFLA's Professional Committee's own blog, ProfSpeak: blogs.ifla.org/profspeak was welcomed as a very good start although it should be more visible - at the moment the new blog, which uses a locally hosted

WordPress platform, is not visible on IFLA's own list of featured blogs thus, new ProfSpeak posts are not visible under *Recent posts*.

IFLA is the sum of its members. Respondents expressed a wish for IFLA to change for transparency and collective learning purposes, and in order to try new ways of engaging with the community.

While library and information professionals are eager to demonstrate the contributions we are making to society through our work in learning and research, information literacy, health information provision, social engagement, etc., IFLA communicates from the inside out,

We need a communication strategy from the user's perspective (outside in) to showcase our contributions and bring the voice of librarians to the public discussion, especially in political issues such as copyright, open access, freedom of speech, etc.

IFLA is quite a large body with many parts, and rules and deadlines are needed to ensure that things get done in a coordinated way.

IFLA is made up of many people from many countries and different backgrounds and so there are different communication needs at different levels, in different groups and for different purposes.

While an update is definitely required and social media offers great opportunities, we should not forget that a significant proportion of IFLA members and potential members still encounter barriers due to lack of access to technological advances as well as language and skill barriers. Lack of resources brings a gap in participation as wide as the digital divide, which also needs bridging. Balancing IFLA participation between members from developed countries and professionals from countries still in development through greater communication and involvement, incorporating those from countries which currently still do not have much of a presence, and communicating with and strengthening national library associations are good starting points to achieve more balance.

How could we change for the better?

We could change for the better by practicing real dialogue, deep listening and organisational learning. For example the leadership forums could be arranged as platforms with GB and PC members' presence for activists to ask and suggest, and put more effort into organising virtual meetings to encourage greater participation.

Some investment on the website may be appropriate in order to develop a more user friendly IFLA website, including check lists / FAQs for newcomers, a blog to get the answers to common questions etc.

Library blogs exist in a competitive universe. Web readers expect blogs to be relatively informal but also frequently updated.

The IFLA Dial working group is very happy that PC and GB accepted the statement and will start a discussion within the IFLA community.

We see the importance to include this topic in our section work and ask everyone to come up with suggestions how we can improve our work in line with the surrounding needs.

Members of the IFLA Dial Working Group of CPDWL are Catharina Isberg, Information Coordinator and Ulrike Lang, Co-Chair of CPDWL

From the Information Coordinator



The CPDWL communication

The communication of the CPDWL section has been developed after the Helsinki meeting. The web page <http://www.ifla.org/cpdwl> is still one of our most important communication channels, as well as the CPDWL list <http://infoserv.inist.fr/wwsympa.fcgi/info/cpdwl> .

New for the section is that we've moved into the social media. We now have a blog <http://blogs.ifla.org/cpdwl/> , a Twitter account @IFLACPDWL and a Facebook group.

Important to note is also that IFLA is working on an institutional repository. This will give us in the future new possibilities to add papers, reports and other documents in different languages and link them to our different channels.

After the Helsinki meeting a communication group was formed within the section. Members of this group are Catharina Isberg (Information coordinator CPDWL) Loida Garcia Febo (Communication assistant CPDWL) and Juanita Jara De Sumar (Newsletter editor CPDWL).

All members of CPDWL are the ones who know what's going on. To fill all of our communication channels with information we need all of you to blog, twitter, add content to Facebook and to send input to us for publishing.

We look forward to a good communication year in 2013! See you all on the web, in our blog, on Twitter and on Facebook and also in Singapore!

Catharina Isberg, Information Coordinator CPDWL section

Webinars: New Librarians Global Connection: best practices, models and recommendations

Established in 2012 as a free quarterly series of webinars, the next IFLA/ALA joint webinar presented by CPDWL and NPSIG is scheduled for **April 16**.

IFLA Incoming President Sinikka Sipilä is the Keynote speaker. Stay tuned for more news!

For questions or further information, feel free to contact Loida Garcia-Febo at loidagarciafebo@gmail.com