



**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*

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Standing Committee, Officers & Corresponding Members

Responsibilities

NAME	ADDRESS & CONTACT NUMBERS	TERM	RESPONSIBILITIES
Officers			
Jana Varlejs Chair	Associate Professor Rutgers SCILS, 4 Huntington Street, New Brunswick, NJ 08901-1071, USA Tel: 1-732-932 1726, 1-732-846 6850, Fax: 1-732-932 2644 varlejs@scils.rutgers.edu	2005-09 2nd term	Oversee strategic direction and revision of Strategic Plan 2005-07 Section representative at Coordinating Board meetings Co-project leader for 'Quality guidelines for CPD activities' Chair Johannesburg Satellite conference (2007) Newsletter editorial group
Ian Smith Secretary /Treasurer	Senior Librarian (Personnel) La Trobe University Library Bundoora Vic. 3086 Australia Tel: 61-3-9479 1918 Fax: 61-3-9479 3018 i.smith@latrobe.edu.au	2005-09 2nd term	Organise committee meetings and manage agenda/minutes Manage section budget, accounts and project accounts Co-project leader for 'Quality guidelines for CPD activities' Co-convenor/Treasurer Johannesburg Satellite conference (2007) Newsletter editorial group
Sylvia Piggott Information Coordinator	Global Information Solutions Group 3835 Northcliffe MONTREAL, H4A 3K9, Canada Tel. +1-514-860305 spiggott@sympatico.ca / sylviapiggott@hotmail.com	2005-09	Manage website and provide information to IFLA website coordinator Program committee/marketing Johannesburg Satellite conference (2007) Consolidate mailing/membership lists Newsletter editorial group
Standing Committee Members			
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Diann Rusch-Feja	Director JISC,SURF,DFG,DEF Knowledge Exchange Office Bibliotheksstyrelsen, Nyhavn 31 E 1051 Copenhagen K, Denmark Tel. +45-33733373 Fax. +45-33733372 druschfeja@t-online.de	Second term: 2005-09	Joint project manager for project 'International survey of CPD programs and providers'
Richard Sayers	Training manager, CAVAL Ltd. P.O. Box 585, CHERMSIDE SOUTH, Qln 4032, Australia Tel.+(61)(7)34917021 richards@caval.org.au	First term: 2007-2011	
Susan Schnuer	University of Illinois, Mortenson Center for International Library Programs, 1402 Gregory Drive, Room 142 URBANA, Illinois 61801, USA Tel. +1-217-3330031 Fax +1-213-2650990 schnuer@uiuc.edu	First Term: 2005-09	Joint project manager for project 'International survey of CPD programs and providers' Program committee Johannesburg Satellite conference (2007)
Corresponding members and other roles			
Ann Ritchie Newsletter Editor	Director Library Services, Northern Territory Dept of Health and Community Services, Darwin, Australia 0801 Tel: +61-8-8922-8756 Mobile: 0401 110 388 Fax: +61-8-8922 7777 ann.ritchie@nt.gov.au / annritchie@yahoo.com	2005-07	Edit and produce two newsletters per year Proceedings editor Johannesburg Satellite conference (2007)
Ujala Satgoor	Leader: Service Unit, Economics & Management Sciences, Academic Information Services, University of Pretoria, PRETORIA, 0002, Republic of South Africa Tel.: +27 12 420-2565 Fax: +27 12 362 5100 ujala.satgoor@up.ac.za	2005-07	Co-convenor Johannesburg Satellite conference (2007)
Clare Walker	University Witwatersrand Library, Johannesburg Wartenweiler Library, Private Bag X1, Wits 2050, South Africa Tel: 27-11-7171903, Fax: 27-11-3397559 walker.c@library.wits.ac.za	2005-07	Proceedings co-editor Johannesburg Satellite conference (2007) Newsletter editorial group
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Graham Walton E-list Moderator	Service Development Manager University Library, Loughborough University, Loughborough, LE11 3TU, United Kingdom Tel: +44-1509-22-2355 graham.walton@lboro.ac.uk	2005-07	Moderator for CPDWL e-discussion list; Coordinator Section Review
Paul Genoni	Curtin University, Dept. of Media & Information, GPO Box U1987, Perth, Western Australia 6001 Tel: +61-8-9266-7256 p.genoni@curtin.edu.au		Newsletter editorial group Book reviews

Letter from the Chair



Dear CPDWL members and friends,

CPDWL Standing Committee has grown – we now have 16 members! We are especially glad to increase our geographic spread—France and Taiwan are newly represented. Continuing SC members look forward to an infusion of fresh ideas and perspectives when we meet in South Africa, not to mention the lightening of our work load as we have more contributors with whom to share tasks!

Elsewhere in this newsletter there is information about the satellite conference and the all day program CPDWL will host in August in South

Africa. Leadership is the theme for both events, so it is fitting to say a few words about our conception of this topic and the reasons we have for giving it so much attention.

For several years, IFLA officers have emphasized the importance of putting “Libraries on the Agenda”, as Claudia Lux expresses it in her presidential theme of advocacy. I think that we can agree that advocacy requires leadership ability. IFLA has had some success in international forums such as the World Summit on the Information Society (WSIS) and UNESCO, and it encourages member associations and institutions to have a greater voice in their political and cultural arenas. IFLA is continuing to follow up on WSIS—see, for example, the database of success stories that attests to the value of libraries to society
<http://www.ifla.org/III/wsis.html>.

IFLA takes justified pride in the way it managed to elbow its way to a seat at the WSIS table, and it may be that it was this taste of effective leadership that inspired Claudia Lux’s choice of theme for her

presidential year. In her brainstorming session in Seoul she provided the kind of vision, direction, and motivation that defines good personal leadership, and she succeeded in stimulating productive discussions and unified support for her theme. Her focus was on urging both library associations and librarians to become activist advocates, but associations are only as strong as their members. Association leadership revolves, and the quality and continuity of leadership depends on a corps of members who have the ability and the commitment to take on the role. This is where professional development is crucial. Even if one believes that leaders are born, not made, it is irresponsible not to provide the learning opportunities that foster leadership potential and hone skills and bolster confidence of those who show promise but feel unready.

Our satellite conference and the joint program with Management of Library Associations will deal with the important questions of leadership training, especially how to design it and how to evaluate it. During both events we will have plenty of time for exchange of ideas among audience and presenters, and for generating action plans that participants can take home to implement. These action plans can combine leadership development with advocacy training. We hope that our satellite conference and main conference programs will model best practices in providing continuing education.

Will we discover best practices in leadership training? There are quite a few institutes devoted to

this annually. One can discern that there is a standard model that determines the content and design of these institutes. The general assumption is that professionals can be leaders regardless of the particular position that they hold in their institutions. It is important not to confuse leadership with what has been called "headship" (Bass, 1990). Officers of an association and library administrators are "heads", but not necessarily leaders. Nor is managing the same as leading. Here is how Susan Kent, director of the New York Public Library branches defined leadership at a program in Seoul last year

(<http://www.ifla.org/VII/s46/conf/2006/Kent.pdf>.)

Leadership is:

- Being able to communicate - clearly, simply and sometimes, with great passion.
- Being able to motivate others (and yourself) to accomplish new goals and clear up old problems.
- Being convincing and unafraid to speak your mind.
- Establishing a culture of openness and being willing to hear and discuss contrary opinions.
- Being able to take risk and accept (and share) responsibility.
- Remembering the mission of the organization and working to achieve its goals.
- Being creative, being balanced and being reflective.
- Leadership is mobilizing to realize mutual goals

These points apply at every level of an organization, so that beginning

librarians as well as seasoned department heads can be leaders. They apply equally to developing strong advocacy skills, which also are needed at every level. We hope, therefore, that our programs will be attended by and will benefit an audience of broadly representative librarians, who are interested both in training leaders and being themselves leaders and advocates. We look forward to

seeing you in Johannesburg and Durban!

Jana
varlejs@scils.rutgers.edu

Bass, Bernard M. (1990) Bass & Stogdill's handbook of leadership. 3rd ed. New York: The Free Press.

Reports and Features

Information Officer's Report From Sylvia Piggott

The Section's plans are underway for its sessions at the 2007 August, 19-23 in Durban, South Africa. The Section is collaborating with Management of Library Associations Section to host a one day session on the Theme: Library Association Management - the Global Library Association Development (GLAD) programme.

GLOBAL LIBRARY ASSOCIATION DEVELOPMENT PROGRAM – GLAD was developed by the Management of Library Association Section (MLAS) and received the approval of IFLA Governing Board in 2006, as a strategic initiative.

The objective of the programme is to help to develop a set of skills relating to Library Association Management in order to strengthen the pool of qualified personnel who will potentially manage Library Associations at the local level. This in turn will help to strengthen the pool of potential candidates from which IFLA can draw for leadership positions within the Association.

This inaugural programme is envisioned as having presentations in the morning with invited speakers allocated 20 minutes presentation time after which there will be 10 minutes of discussion. The afternoon session will take the form of interactive round-table sessions devoted to discussion of problems and solutions.

LIS educators and practitioners are invited to submit proposals for presentations and roundtable sessions that provide practical information which will enhance the ability of participants to become successful Library Association Managers and Leaders. We are hoping to have presentations

which cover a variety of topics such as:

- aspects of management in general
- working in the political arena
- financial management and reporting
- writing grants proposals
- strategic planning
- business case proposals

The interest in the listserv continues to grow and, there are to date, 468 subscribers to the listserv. If you are not yet subscribed you may do so at cpdwl@infoserv.inist.fr

If you would like to become a moderator of any topic relevant to the mission of the section please contact Sylvia Piggott at spiggott@sympatico.ca. The objective is to post a topic for a month or more with a moderator, to get some discussion going on a hot topic as well as to enrich the offerings of the Section to its members. This is a good way to share what we know with our colleagues as well as to learn in the process.

Durban WLIC – joint discussion session on e-learning From Ian Smith

Continuing on with its successful record of collaboration with other IFLA sections, the CPD&WL Section will join with the Education and Training and Information Literacy Sections to present an interactive programme session at the Durban conference.

Four presentations will make up the core of the session. These are (in thematic groupings):

Theme: Assessment and learning outcomes in the e-environment

Presenter/s: Matilde Fontanini (Italy)

Title of presentation: "Applying Moodle to continuing professional development. "Old" contents in a new container?"

Theme collaboration in e-learning

Presenter/s: Marilyn Mason & Liza Wozniak (USA)

Title of presentation: "Collaboration and support: 2 key ingredients to e-learning implementation"

Presenter/s: Bruce Kingma (USA) & Ellen Forsyth (Australia)

Title of presentation: "WISE Libraries: Building the Online Consortium of the Future"

Theme: Library support for e-learners

Presenter/s: Vivian Agyei (South Africa)

Title of presentation: "From libraries to e-learning centres: a South African library experience"

The programme is of two hours duration – 8.30 to 10.30 on Tuesday August 21st.

The programme committee is currently considering and discussing how best to structure the two hour session to maximise audience interaction with the presenters (as this is what the feedback from the Seoul and other conferences indicates that people want). Ideas/input to this discussion is welcome! Contact any of the programme committee with your ideas and comments:

Anna Maria Tammaro annamaria.tammaro@unipr.it

Sylvie Chevillotte sylvie.chevillotte@enssib.fr

Ian Smith i.smith@latrobe.edu.au

Book Review Anderson, C. *The Long Tail: How Endless Choice is Creating Unlimited Demand*. London: Random House, 2006.

Reviewed by Paul Genoni

For a book that mentions libraries only fleetingly, Chris Anderson's *The Long Tail* has received quite a deal of interest from librarians. The attention the book has attracted from the profession is explained by the relevance of Anderson's theory of the business "long tail" to the manner in which library collections are managed in an era in which information and other commodities are increasingly stored and distributed digitally. Indeed such has been the library-based interest that Anderson—a research scientist and Editor-in-Chief of *Wired Magazine*—was a featured speaker at the ALA Annual Conference in June 2006.

In short, Anderson's long tail theory is an attempt to explain the changes that have occurred to markets as both the records of trade (that is, inventories and catalogues) and the traded items themselves, have become digital rather than physical (or in Anderson's terms, bits rather than atoms). In particular, Anderson stresses the emergence of the economic value to be found in what he calls the long tail. The long tail is constituted by those items which would not find a commercially justifiable place in the physical stock (the "head") of a high-street retailer, but which nonetheless form an important part of the low-cost storage and distribution economy that has been made possible by the Internet. The greater the use of digital technology for promoting, storing and distributing goods the lower the cost structures will be, and the more products will emerge in the long tail. Anderson argues that this new economy is being driven by consumers who buy from the "niche" items made available in the extended marketplace of the long tail. Accordingly the future of retail will be marked by abundance, and although the head will continue to account for the bulk of sales, consumers will also be able to move ever further down the "endless choice" available in the long tail.

The appeal of this model to librarians—particularly those with responsibility for research collections—is that they were able to see themselves as having been cultivators of the long tail well before the concept and term gained currency. Without the aid of digital technology they had been in the business of storing and making available the many seldom used items that make up the research long tail.

Perhaps the real lesson for librarians, however, comes in Anderson's discussion of the "tyranny of the shelf". The long tail markets were for many decades repressed in commercial enterprises because of the inefficiencies of shelf-based storage—an inefficiency that libraries were able to absorb only because of their largely non-commercial, non-competitive status. As information is increasingly stored digitally, however, and as libraries become exposed to the rigours of the marketplace, then the place in collections of those library materials that remain intractably physical and shelf-bound is threatened. For how long can research libraries continue to hold heavily duplicated collections of little used materials under the most inefficient of storage conditions?

The other important implication of Anderson's discussion is in the area of product "discovery". He goes to some length to describe the various means by which the retailers of electronic products ("e-tailers") have become adept at enriching and adding value to the search process, and it is little wonder that many users now find browsing in Amazon a much more engaging experience than searching in library catalogues. Indeed a reading of the *Long Tail* may lead to a conclusion that the capacity of commercial enterprises to amalgamate content and create search features that inform, entertain and involve users in ways that have so far proven beyond the reach of library catalogues, may mean that the catalogue as we have known it is destined for extinction.

Anderson's long tail theory was first aired in an editorial in *Wired Magazine* in 2004 (<http://www.wired.com/wired/archive/12.10/tail.html>). For many librarians reading this initial article will provide them with a sufficient introduction to the Andersonian long tail theory. For those, however, who wish to have a more detailed understanding of the concept and its implications, then *The Long Tail* is highly recommended. It is engagingly and lightly written, with a range of illuminating examples. At the very least it will give librarian readers a new understanding of the economies of digital information providers that are impacting upon libraries (i.e. Amazon, e-Bay, Google etc); and in some cases it may lead them to rethink their own practice with regard to the future storage, discovery and distribution of the information products they manage.

Conference Registration

7th World Conference on Continuing Professional Development & Workplace Learning for the Library and Information Professions

Continuing Professional Development: Pathways to Leadership in the Library & Information World 14-16 August 2007, Johannesburg – South Africa

Developing excellent library leaders is an issue that resonates with librarians around the world. What are the best approaches? How do we determine success of the programs? Are there generational differences to consider? Join us in this two-day conference as we explore these issues and others in a series of papers, workshops and interactive discussions.

With speakers from 9 countries and all continents this is a great opportunity to network with colleagues from around the world. All delegates will take away a volume of peer reviewed proceedings to reflect on and disseminate.

The conference language is English.

The Conference venue - Birchwood Hotel and Conference Centre <http://www.birchwoodhotel.co.za> is located in 30 acres of landscaped gardens within a secure compound and is close to the Johannesburg airport.

REGISTER NOW!

Further information and registration form available at:
<http://www.ifla.org/IV/ifla73/satellite12call-en.htm>

Inquiries:
Ian Smith or Ujala Satgoor (Program Convenors):
i.smith@latrobe.edu.au; Ujala.Satgoor@up.ac.za

REGISTRATION FORM

Registration Deadlines

EARLY BIRD: REGISTRATIONS LODGED BY **JULY 16TH, 2007** WILL BE ELIGIBLE FOR THE EARLY REGISTRATION FEE.

After July 16th, 2007: Registrations received after that date will attract an additional **10% fee**.

After August 10, 2007: Registration can only be made at the Conference venue (Credit card payments only).

Cancellations and Refunds

Notification of cancellation and refund requests must be submitted before July 16th, 2007 in writing to the Conference Treasurer (address below). The late fee for cancellations received before July 16th, 2007 is 480 Rand. For cancellations after July 16th, 2007 no refunds will be given.

REGISTRATION FORM

Please complete this registration form and either email scanned PDF copy to:
cmwalker@library.wits.ac.za & nellies@library.wits.ac.za

or fax to:

Clare Walker & Nelisiwe Sithole, +27 11 717-1946

Name _____ Organization _____

Address _____ Position _____

City/State/Country _____

Telephone _____ E-mail _____

FAX _____

IFLA Membership number (if applicable Individual or Institutional) _____

Registration: please select from one of the following categories.

- A. _____ **CPD&WL Section Member. Full Registration including conference dinner.**
I wish to attend the *CPD&WL* Satellite Conference from Tuesday August 14th – Thursday 16th August @ R1,700, including:
- Tuesday evening August 14th: Welcome Reception
 - Wednesday August 15th: morning coffee/tea, lunch, afternoon coffee/tea, conference dinner
 - Thursday August 16th: morning coffee/tea, lunch, afternoon coffee/tea
 - Conference Proceedings (1 copy)

Please check/tick whichever is applicable:

_____ I am an individual member of IFLA and have joined Section 43, Continuing Professional Development and Workplace Learning, or

_____ My Association or Institution is a member of IFLA and of Section 43, Continuing Professional Development and Workplace Learning

Name of Association or Institution: _____

(Note: IFLA Membership information is available at
<http://www.ifla.org/III/members/index.htm>)

- B. _____ **CPD&WL Section Member. Full Registration NOT including conference dinner.**

I wish to attend the *CPD&WL* Satellite Conference from Tuesday August 14th – Thursday 16th August @ R1,400, including:

- Tuesday evening August 14th: Welcome Reception
- Wednesday August 15th: morning coffee/tea, lunch, afternoon coffee/tea,
- Thursday August 16th: morning coffee/tea, lunch, afternoon coffee/tea
- Conference Proceedings (1 copy)

Please check/tick whichever is applicable:

_____ I am an individual member of IFLA and have joined Section 43, Continuing Professional Development and Workplace Learning, or

_____ My Association or Institution is a member of IFLA and of Section 43, Continuing Professional Development and Workplace Learning

Name of Association or Institution: _____

(Note: IFLA Membership information is available at
<http://www.ifla.org/III/members/index.htm>)

C. _____ **CPD&WL Section Non-member. Full Registration including conference dinner.**

I wish to attend the *CPD&WL* Satellite Conference from Tuesday August 14th – Thursday 16th August @ R1,800 including:

- Tuesday evening August 14th: Welcome Reception
- Wednesday August 15th: morning coffee/tea, lunch, afternoon coffee/tea, conference dinner
- Thursday August 16th: morning coffee/tea, lunch, afternoon coffee/tea
- Conference Proceedings (1 copy)

D. _____ **CPD&WL Section Non-member. Full Registration NOT including conference dinner.**

I wish to attend the *CPD&WL* Satellite Conference from Tuesday August 14th – Thursday 16th August @ R1,500 including:

- Tuesday evening August 14th: Welcome Reception
- Wednesday August 15th: morning coffee/tea, lunch, afternoon coffee/tea,
- Thursday August 16th: morning coffee/tea, lunch, afternoon coffee/tea
- Conference Proceedings (1 copy)

E. _____ **One Day Registration (CPD&WL Section Member or Non-member).**

I wish to attend the *CPD&WL* Satellite Conference on (please specify below)

_____ Wednesday August 15th OR _____ Thursday August 16th including:

- morning coffee/tea, lunch, afternoon coffee/tea,
- Conference Proceedings (1 copy)

@ R1,100

F. _____ **Conference Dinner (for One Day Registrants and accompanying persons)**

I wish to attend the *CPD&WL* Satellite Conference Dinner on Wednesday August 15th
@ R300 (including transport to venue) or R200 (without transport to venue)

Payment Options

Payment may be made by credit card or direct bank funds transfer ("wire" transfer). Payment by cheque cannot be accepted.

Please make payment in **South African Rand**.

(Convert to other currencies at: <http://www.xe.com/ucc/>)

1. Credit card: VISA, MASTERCARD, AMEX or DINERS CLUB

Fax completed registration form with credit card information (as below) to:
ATTN: CLARE WALKER or NELISIWE SITHOLE
International Fax No. +27 11 717-1946

OR

Email SCANNED & SIGNED registration forms as PDF attachments to:
cmwalker@library.wits.ac.za and nellies@library.wits.ac.za

VISA MASTERCARD AMERICAN EXPRESS DINERS CLUB (please circle)

Name on credit card _____

Credit card number: _____

Security number (this is a 3 or 4 digit number– it is either the last 3 digits of the number printed on the back of the card or 3 or 4 digits printed above and to the right of the card number on the front of the card)_____

Expiry Date ____ / ____

Address if different from above:

Signature of card holder:

2. Direct bank funds transfer ("wire" transfer), for international transfers and for South African direct transfer.

BANK NAME: STANDARD BANK

BANK BRANCH: BRAAMFONTEIN (JOHANNESBURG SOUTH AFRICA)

BANK BRANCH NUMBER: 004805

ACCOUNT NAME: WITS FOUNDATION NO. 2 A/C

ACCOUNT NUMBER: 002900076

SWIFT CODE FOR INTERNATIONAL TRANSFER: SB ZAZ AJJ 00480502

****PLEASE ENSURE THAT THE REFERENCE IS GIVEN IN FULL TO ENABLE IDENTIFICATION! ****

REFERENCE FORMAT: L.2295 [+ YOUR LAST NAME+FIRST NAME]

For bank deposit payments, the registration and bank-stamped deposit slip must be faxed to +27 11 717-1946 , or scanned as a PDF doc and sent by email to:

cmwalker@library.wits.ac.za and nellies@library.wits.ac.za

If invoices are required from the conference before payments can be made by institutions,

would-be delegates who need such invoices should contact Clare Walker:
cmwalker@library.wits.ac.za indicating exactly what information should appear on the invoice.

Acknowledgement of Registration

Check/tick this box if you require acknowledgement of receipt of registration.

E-mail address: _____

General Information and Contact Details

The conference is to be held in Johannesburg, South Africa. The conference will commence with a welcome reception in the evening of Tuesday August 14th 2007. Please plan to arrive on Tuesday August 14th if possible. The conference program will commence at 9.00 a.m. on Wednesday August 15th and will conclude at 5.00 pm on Thursday August 16th. The conference dinner will be held on Wednesday August 15th.

The conference venue will be the Birchwood Hotel and Conference Centre <http://www.birchwoodhotel.co.za>. We have chosen this venue as it offers a secure venue for the conference with accommodation on site and it is close to the airport. The hotel and conference centre is located in 30 acres of landscaped gardens within a secure compound. There is a (free) shuttle from the Johannesburg International Airport (O.R. Tambo International Airport), directly to Birchwood and to the nearest shopping mall.

Accommodation

The conference venue, Birchwood Conference Centre <http://www.birchwoodhotel.co.za/index.html> offers conference attendees the following accommodation

ROOM TYPE	COST
Standard Single	R740.00
Standard Double	R870.00
Standard Queen Single	R740.00
Standard Queen Double	R870.00
Queen Prestige	R820.00
Queen Prestige Double	R920.00
Luxury King Single	R820.00
Luxury King Double	R920.00
Luxury Suite	R1060.00

All are room-only rates – cost of breakfast: R90. For dinner there are five different restaurants in the complex ranging from grand to steakhouse.

Accommodation reservations should be made directly with Birchwood Hotel and Conference Centre.

International bookings require either pre-payment or a credit card to secure the booking.

Conference Organising Committee

Conference Chairperson

Jana Varlejs
Associate Professor, Rutgers School of Communication
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Clare Walker
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Conference Treasurer

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 Mortenson Center for International Library Programs University of Illinois at Urbana-
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May 2007

PROGRAM

Registration and welcome reception Tuesday 14th August 5-7pm

Day 1 Wed 15 August

Time	Session number/type/	Session Chairs	Title/presenters Session A	Title/presenters session B
8.30-8.45	Registration			
8.45-9.00	Welcome	Jana Varlejs	CPDWL Chair Opening Address	
		THEME I: INTERNATIONAL, NATIONAL AND CROSS-CULTURAL PROGRAMS		
9.00-9.30	Morning session: 1. Plenary	Chair tbd	<i>Library leadership development that works: institutional commitment, increasing underrepresented populations and impacting the information profession.</i> Prof Karen Downing, Foundation & Grants & Executive Research Service Librarian, University of Michigan; Dr Camila A. Alire, Dean Emerita, University of New Mexico & Colorado State University; Jon E. Cawthorne, Associate Dean, San Diego State University; Tracie D. Hall, Associate Dean, Graduate School of Library and Information Science, Dominican University; Jerome Offord, Director of Diversity Initiatives, Association of Research Libraries; Veronda J. Pitchford, Program Officer, Urban Libraries Council; Prof Alexandra Rivera, User Services Librarian,	

Time	Session number/type/	Session Chairs	Title/presenters Session A	Title/presenters session B
			University of Arizona; Alysse Jordan, Social Work Librarian, Columbia University, U.S.A.	
9.30-10.00	2. Plenary	Chair tbd	<i>Developing an international library leadership institute: Thinking outside of the borders.</i> Barbara J. Ford, Director, Mortenson Centre for International Library Programs; Susan Schnuer, Associate Director, Mortenson Centre for International Library Programs; and Debra Wilcox Johnson, Johnson & Johnson Consulting, U.S.A. (Presented by Susan Schnuer and Ujala Satgoor, Leader: Service Unit, Economics & Management Sciences, University of Pretoria, South Africa)	
10.00-10.30	3. Plenary	Chair tbd	<i>Joint learning through a South African-American library partnership.</i> Betsy Pittman, University of Connecticut, U.S.A; Yolisa Soul, University of Fort Hare, South Africa; and Deborah Stansbury Sunday, University of Connecticut, U.S.A.	
10.30-10.55	4. Interactive panel	Facilitator tbd	All speakers from plenaries	
10.55-11.25	Morning Tea Break			
11.25-11.55	After morning tea session 5. Concurrent	Chair tbd	<i>Leading modern public libraries: a national development programme for England.</i> Tom Forrest, Library Consultant, York, UK.	<i>Leadership for winning a competitive edge in unpredictable strategic decision-making: an African University case.</i> George G. Shibanda, Acting University Librarian, Western University College of Science and Technology, Kenya.
12.00-12.30	6. Concurrent	Chair tbd	<i>Efforts in leadership and succession planning, large and small.</i> Mary L. Chute, Deputy Director for Libraries, Institute of Museum and Library Services, Washington, DC, U.S.A.	<i>Leadership development programme in the French National Library: from strategic plan to individual development.</i> Michel Netzer, Head of the Continuing Professional Development Department, Bibliothèque Nationale de France.
12.30-2.00	Lunch Break	THEME II: WORKPLACE LEARNING & LEADERSHIP TRAINING WORKSHOPS		
2.00-2.30	After Lunch session 7. Plenary	Chair tbd	<i>E-learning: one path to leadership development.</i> Marilyn Gell Mason, Executive Director, WebJunction; Rachel Van Noord, Special Projects Coordinator, WebJunction (OCLC), U.S.A. <i>OCLC/WebJunction Platinum Conference Sponsors</i>	
2.35-3.30	8. Workshops	Chair tbd	<i>Workshop A: Implementing e-learning successfully in your organization.</i> Marilyn Gell Mason and George Needham (OCLC sponsors), U.S.A.	<i>Workshop B: Pamoja, a cross-cultural leadership simulation game.</i> Susan Schnuer, Associate Director, Mortenson Centre for International Library Programs.

Time	Session number/type/	Session Chairs	Title/presenters Session A	Title/presenters session B
3.30-4.00	Afternoon Tea Break			
4.00-4.45	After Afternoon tea 9. Concurrent Workshops	Chair tbd	Workshop C: Which leader are you? or: three functions for leadership, linking with strategic goals. Dr Marielle de Miribel, Head Librarian Consultant, Mediadix, Université Paris 10, France.	Workshop B (continued)
4.45-5.30	10. Concurrent	Chair tbd	Workshop D: Librarians as leaders: the strength from within. Skills needed by emerging leaders. Round Table led by Dr Ganga Dakshinamurti, Librarian Albert D. Cohen Management Library, Asper School of Business, Drake Centre of Management Studies, University of Manitoba, Canada.	Workshop B (continued)
5.30	Closing words day 1	Chair tbd		
7pm	Conference dinner at the Constitutional Court (buses provided)		Dinner will be preceded by a tour of the building and viewing of the art works, and the Elizabeth Stone Memorial Lecture will be delivered by Dr Kay Raseroka, IFLA Past-President.	

Day 2 Thursday 16th August

Time	Session number/type/	Chair	Title/presenters session A	Title/ presenters session B
8.30-8.55	Registration			
8.55-9.00	Welcome	Tbd		
THEME III: LEADERSHIP INSTITUTES				
9.00-9.35	Morning session 11. Plenary	Chair tbd	Research library leadership development: creating best practice. James Neal, Vice-President for Information Services & University Librarian, Columbia University, U.S.A; Victoria Owen, Head Librarian, University of Toronto, Canada; William Garrison, Deputy University Librarian & Associate Dean of Libraries, Syracuse University Library, U.S.A.	
9.40-10.15	12. Concurrent presentations	Chair tbd	A question of confidence?: developing future leaders and managers for library and information services – a case study of a tailored approach to personal and professional development. Sue Roberts, University Librarian, Victoria University of Wellington, N.Z.; Coral Black, Head of Public Services, Senate House Library,	The New Jersey Academy of Library Leadership: what impact has it had. Dr Jana Varlejs, Associate Professor, Rutgers School of Communication, Information & Library Studies, New Jersey, U.S.A.

Time	Session number/type/	Chair	Title/presenters session A	Title/ presenters session B
			University of London, U.K.	
10.20-10.55	13. Concurrent Presentations	Chair tbd	<i>Leadership needs of Asian librarians: an account of an Asian library leadership institute.</i> Peter Edward Sidorko, Deputy Librarian, University of Hong Kong.	<i>The observant I: self-assessment and the evaluation of library leadership development.</i> Janelle M. Zauha, Reference Team Leader, Associate Professor, Montana State University Libraries, U.S.A.
10.55-11.25	Morning Tea Break	THEME IV: GENERATIONAL DIFFERENCES & SUCCESSION PLANNING		
11.25-11.55	After morning tea session 14. Plenary	Chair tbd	<i>Leadership skills: when are they taught, when are they used.</i> Blanche Woolls, Professor and Director Emerita, School of Library and Information Science, San Jose State University; Nancy Zimmerman, Associate Professor, School of Library and Information Science, University of South Carolina, U.S.A.	
12.00-12.30	15. Concurrent Presentations	Chair tbd	<i>Developing a North/South leadership dialogue: building on the experience of the Northern Exposure to Leadership Institute (NELI).</i> Ernie Ingles, Vice-Provost and Chief Librarian, University of Alberta; Karen Adams, Director, Library Services and Information Resources, University of Alberta; Mary-Jo Romaniuk, Associate Vice-Provost Learning Services, University of Alberta, Canada.	<i>Location, location, location: a librarian's guide to isolation.</i> Liz Burke, Associate Librarian (Reader Services), University of Western Australia, Australia.
12.30-2.00	Lunch Break			
2.00-2.30	After Lunch session 16. Concurrent Presentations	Chair tbd	<i>Two X-ers tell whY and how: succession planning for the future.</i> Perri-Lee Sandell, Susan M. Vickery, Macquarie University Library, Sydney, Australia.	<i>Taking over the reins: how are young librarians learning to lead in the global library environment.</i> Julia Glynn, Librarian and Technology Consultant, Kenyon College, Ohio, U.S.A.
2.35-3.30	17. Concurrent Workshops	Chair/presenters Workshops	Workshop E: (incl tea break) <i>Publication as a Path to Leadership.</i> Professor of Library & Information Management, School of Information Management, Victoria University of Wellington, New Zealand; Kay Ann Cassell, Assistant Professor, School of Communication, Information and Library Studies, Rutgers University, NY, USA; Eileen Breen, Publisher, Emerald Group Publishing Limited,	Workshop F: (15 participants) <i>Developing the concepts of 'leadership for all' in library and information services: exploring the rationale and making it happen.</i> Dr Graham Walton, Services Development Manager, Library Loughborough University, U.K.

Time	Session number/type/	Chair	Title/presenters session A	Title/ presenters session B
			UK (<i>Emerald Publishing Group – Gold Conference Sponsors</i>)	
3.30-4.00	Afternoon tea break			
4.00-4.25	After afternoon tea session 18. Concurrent		Workshop E (pt2)	<i>Continuing development of professional librarians: the Singapore experience.</i> Lek Choh Ngian, National Library Board and Deputy Chief Executive of the National Library of Singapore <i>TBC</i>
4.30-5.00	Closing words		FINAL Session wrap up	

Program highlights

A mixture of papers, workshops, interactive panel and discussion sessions will be delivered at this 2-day conference by presenters from around the world.

Themes explored cover the following main topical areas:

- International, National And Cross-Cultural Programs
- Workplace Learning & Leadership Training Workshops
- Leadership Institutes
- Generational Differences & Succession Planning

As part of the program a cross-cultural simulation game called 'Pamoja' will be offered. This workshop focuses on access to information, and is an excellent way to practice leadership and negotiation skills and to debrief about difficulties caused when cultures come together. The game was created by Peace Corps librarians and is free to anyone who wants it, so participants could take it back and run it in their own workplaces.

We are extremely honoured to have Dr Kay Raseroka, IFLA past-president, inspirational role model and international leader, as our after dinner guest speaker, delivering the Elizabeth Stone Memorial Lecture.

The all inclusive package, housed at the Birchwood Conference Centre, will include the welcome reception, conference dinner, all lunches and morning/afternoon teas, and will provide many opportunities for networking and socialising with colleagues.

All conference registrants will receive a copy of the conference proceedings, published as part of the IFLA green series.

The CPDWL Section is very grateful to our sponsors WebJunction/OCLC and Emerald for their generous support of our conference.