

MAKE EVERY CO-WORKER A STAR!

IFLA MANAGEMENT & MARKETING SC MIDYEAR  
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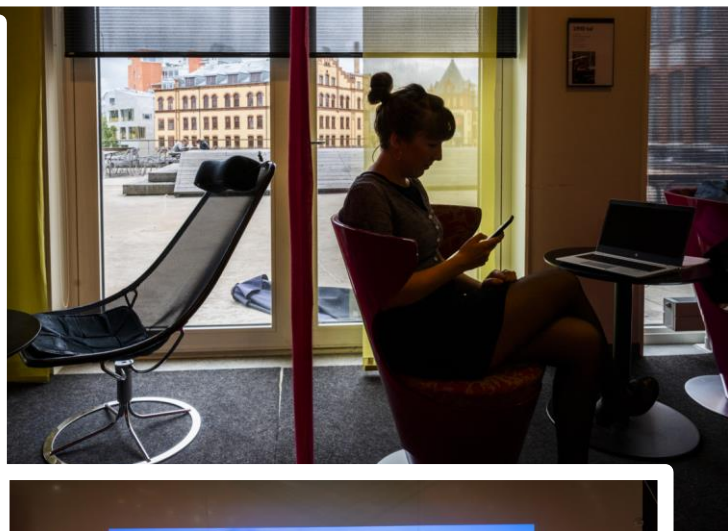
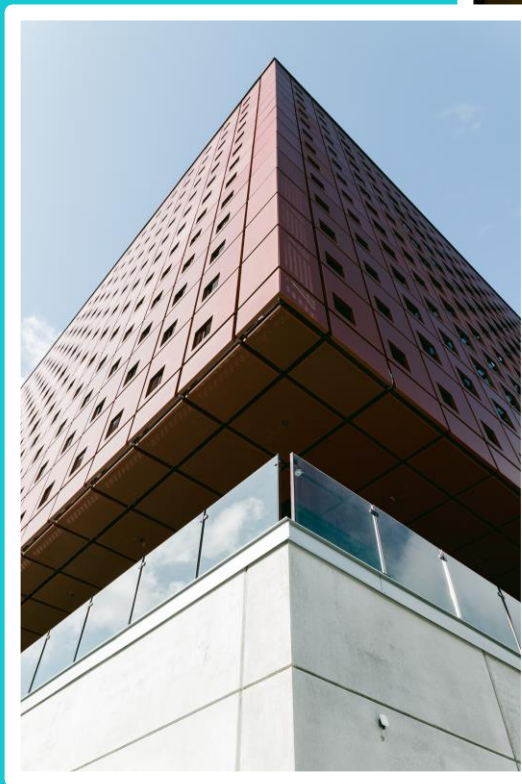
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# LIUL – EDUCATION AND INFORMATION WITHOUT LIMITATIONS





# FOUR LIBRARIES, FOUR CAMPUS, THREE CITIES

## Campus Valla

- Valla Library

## Campus US

- Medical Library, MB

## Campus Norrköping

- Campus Norrköping Library, CNB

## Carl Malmsten Furniture Studies

- Byggmästare John Mattsons Library,

## BJMB

Students	37 600
Employees LiU	4 300
Employees LiUL	81

# OUR LIBRARIES

Campus  
Norrköping  
Library



Malmstens  
Byggmästare John  
Mattsons Library



Campus US  
Medical  
Library



Valla Library



Mjölby kommun

# Mjölby Public Library

4 libraries, all 3 branches are "more open"-libraries

Library service at the Correctional Institution in Skänninge

Everything is free – all programmes, all loans

15-20 co-workers (not all of them working full-time)





# LEADERSHIP

## Leadership – what is it about? (my opinion!)

Inspiring your co-workers

Create a work environment that allows staff to fail

Encourage knowledge-sharing between co-workers

Gather your co-workers when they are too far off from the mission

Make decisions!

## Leadership – how is it done?

Trust-based leadership

Situational leadership

Get to know your co-workers! In which way can they contribute? Where are they now and where do you want them to go? Help the co-workers to keep pushing their limits and gradually become more confident

Instead of serving solutions - > Use coaching



# LEADERSHIP

## Trustbased leadership

Rather than attempting to control results and the actions of others, trust-based management is about delegating. By giving individuals and teams more responsibility, both productivity and creativity are enhanced.

With this method leaders give co-workers the possibility to solve complex situations instead of following a text book.

## Situational leadership

Hersey-Blanchard Model suggests that leaders should adjust their techniques to those they lead and their abilities instead of choosing one leadership strategy.

Situational Leadership® (Hersey, Blanchard)

Supportive Behavior	A lot	<b>Supporting (S3)</b> For people with: High Competence Var. Commitment (D3)	<b>Coaching (S2)</b> For people with: Some Competence Some Commitment (D2)
	Little	<b>Delegating (S4)</b> For people with: High Competence High Commitment (D4)	<b>Directing (S1)</b> For people with: Low Competence High Commitment (D1)

Little — Directive Behavior — A lot



# LEADERSHIP

Some ideas for creating a work environment that allows staff to fail

## ¡Comienza una competencia fallida!

The idea is simple: co-workers who fail at something tell the story to their colleagues and everyone gets a good laugh! At the end of the competition, everyone gets to vote on the best fail and the winners get a prize. It is vital, of course, that the sharing is voluntary. It is supposed to be fun for everyone – not making fun of people!

Don't forget to tell the co-workers about you own failure!

## Humour leadership – or the art of making boring things fun!

Celebrate more, dress up more and get more “boring” stuff done! For example, when a lot of weeding must be done, one way of making the work more fun is to arrange a *wedding party*. The party could consist of gifts for different performances, *Swedish fika* (coffee and cake), balloons... Or whatever the staff enjoys!





# LEADERSHIP

Some ideas for encouraging knowledge-sharing between co-workers

## Use Collegial coaching

Collegial coaching can be used as a way of building trust between co-workers and to share experiences and knowledge. Anyone in the staff who has experienced a problem or a situation explains the problem and gets help from their colleagues to find different approaches to the situation.

It is important that the climate of the dialogue is positive. The aim is not to tell the colleague what they did wrong, but to help them to be prepared to next time they face a similar situation.

## Recruit diverse skills

Recruiting people with skills supplementing those of the existing staff is essential for creating new projects.

We need competent librarians, but sometimes it is preferable to employ other professionals, like teachers, social workers or engineers to create a dynamic team of co-workers.

Other professionals bring new ideas to the group and might sometimes challenge the conventional structures.

Thank you for listening!

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Linköping University Library

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