



# 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

CPDWL Standing Committee, Office Bearers & Corresponding Members (revised June 2019)

*\*Mandate ends August 2019*

*\*\*Mandate begins August 2019*

NAME	ADDRESS & CONTACT NUMBERS	TERM	RESPONSIBILITIES
<b>Officers</b>			
Gillian Hallam Co-chair	FALIA, Professor (retired) BRISBANE, Queensland Australia Email: <a href="mailto:gillian.hallam1@bigpond.com">gillian.hallam1@bigpond.com</a>	2nd term 2019-23	Oversee strategic direction and revision of Strategic Plan. Section representative at Coordinating Board meetings Communications working group Satellite meeting 2019 working group
Sandy Hirsh Co-chair	Professor and Director, School of Library and Information Science San Jose State University, SAN JOSE, CA 95192-0029, USA Email: <a href="mailto:Sandy.hirsh@sjsu.edu">Sandy.hirsh@sjsu.edu</a>	2nd term 2017-21	Oversee strategic direction and revision of Strategic Plan. Section representative at Coordinating Board meetings Communications working group Satellite meeting 2019 working group
* Catharina Isberg Secretary	Library Director Helsingborg City Libraries Stadsparken, 251 89 HELSINGBORG, Sweden <a href="mailto:cathis.isberg@gmail.com">cathis.isberg@gmail.com</a>	2nd term 2015-19	Oversee the Coaching Program Organize committee meetings and manage agenda/minutes. Coaching and Mentoring group
* Mary S. Laskowski Information Coordinator	Head, Collection Management Services Associate Professor, University Library University of Illinois Urbana-Champaign 1408 W. Gregory Drive URBANA, Illinois 61801 USA <a href="mailto:mkschnei@illinois.edu">mkschnei@illinois.edu</a>	1st term 2015-19	Manage website. Provide information to IFLA website coordinator Member of communication group
<b>Standing Committee Members</b>			
Juanita Jara de Súmar Newsletter Editor	Liaison Librarian (Retired) McGill University Library Home: 55, St. Sylvestre #106 LONGUEUIL, Quebec, J4H 2W1 Canada <a href="mailto:juanita.jaradesumar@mcgill.ca">juanita.jaradesumar@mcgill.ca</a>	2nd term 2017-21	Edit and produce two newsletters per year Member of communication group Translate CPDWL documents into Spanish
** Beliakova Daria	Director, library's educational center M.I. Rudomino All-Russia State Library for Foreign Literature 1 Nikolojamskaja Street 109240 MOSKOW Russia <a href="mailto:daria.a.beliakova@libfl.ru">daria.a.beliakova@libfl.ru</a>	1st term 2019-23	
Mary Ellen Davis	Executive Director Association of College and Research Libraries USA <a href="mailto:mdavis@ala.org">mdavis@ala.org</a>	2nd term 2019-23	Oversee the Webinar series
** Angela Dresselhaus	Head of Electronic Resources East Carolina University 1000 E 5th Street GREENVILLE South Carolina 27858 USA <a href="mailto:dresselhaus15@ecu.edu">dresselhaus15@ecu.edu</a>	1st term 2019-23	
* Jane Dysart	Partner, Dysart & Jones Associates 47 Rose Park Dr. TORONTO, Ontario M4T 1R2 Canada <a href="mailto:jane@dysartjones.com">jane@dysartjones.com</a>	1st term 2015-19	
* Loida Garcia-Febo	President, Information New Wave PO Box 90789 BROOKLYN, NY 11209. USA Email: <a href="mailto:loidagarciafebo@gmail.com">loidagarciafebo@gmail.com</a>	2nd term 2015-19	Webinars

Almuth Gastinger	Senior Academic Librarian. NTNU University Library Høgskoleringen 1 7491 TRONDHEIM Norway Email: <a href="mailto:almuth.gastinger@ntnu.no">almuth.gastinger@ntnu.no</a>	2nd term 2019-23	
Svetlana Gorokhova	Head, Center for International Cooperation Rudomino All Russia State Library for Foreign Literature (VGBIL) 1 Nikoloyamskaya Street 109189 MOSKOW Russia Email: <a href="mailto:svetagorokhova@gmail.com">svetagorokhova@gmail.com</a>	1st term 2017-21	
* Holly Hubenschmidt	Head of Instruction, Liaison and Reference Services Webster University Library Webster Groves Main Campus USA Email: <a href="mailto:hollyh@webster.edu">hollyh@webster.edu</a>	1st term 2015-19	
** Heba Mohamed Ismail	Libraries Technical Manager Egypt's Society for Culture & Development (Formerly Integrated Care Society) Add: 42 Abdallah Diraz st. off Al Thawra st.- Golf Area Heliopolis, Cairo, Egypt <a href="mailto:heba_13@hotmail.com">heba_13@hotmail.com</a>	1st term 2019-23	
** Constance Lehro Koui	Directeur de la Documentation, des Archives et Publications Ministerie de l'Economie et des Finances ABIDJAN 225 Cote D'ivoire <a href="mailto:gbeulyconstance@gmail.com">gbeulyconstance@gmail.com</a>	1st term 2019-23	
** Ulrike Lang	Head of Education + Training Dept. State and University Library Von Melle Park 3 D-20146 HAMBURG Germany Email: <a href="mailto:lang@sub.uni-hamburg.de">lang@sub.uni-hamburg.de</a>	1st term 2019-23	
** Carmen Ka Man Lei	Head of Library Institute for Tourism Studies Library Colina de Mong-Há, Macao, China Email: <a href="mailto:carmen@ift.edu.mo">carmen@ift.edu.mo</a>	1st term 2019-23	
** Lim Kok Eng	Head   Centre for Profess.Development People Management & Development National Library Board 100 Victoria Street, #07-01 SINGAPORE 188064 <a href="mailto:Lim_Kok_Eng@nlb.gov.sg">Lim_Kok_Eng@nlb.gov.sg</a>	1st term 2019-23	
** Edward Junhao Lim	Reference and Research Services Librarian for Business New York University Shanghai 1555 Century Ave. Pudong New District 200122 SHANGHAI China <a href="mailto:edward.lim@nyu.edu">edward.lim@nyu.edu</a>	1st term 2019-23	
** Rajendra Munoo	Head, Learning Services & Research Singapore Management University, Li Ka Shing Library 70 Stamford Rd SINGAPORE 178901 <a href="mailto:rajen@smu.edu.sg">rajen@smu.edu.sg</a>	1st term 2019-23	
** Mitsuhiro Oda	Professor.Library & Information Studies Aoyama Gakuin University 4-4-25 Shibuya, Shibuya-ku TOKYO 150-8366. Japan <a href="mailto:m-oda@ephs.aoyama.ac.jp">m-oda@ephs.aoyama.ac.jp</a>	1st term 2019-23	
** Raymond Pun	Research/Instruction Librarian Alder Graduate School of Education Redwood City, CA, USA United States Email: <a href="mailto:raypun101@gmail.com">raypun101@gmail.com</a>	1st term 2019-23	

Ewa Stenberg	Librarian Malmo University Library Malmo University, Orkanen Library MALMÖ 205 06 Sweden Tel..+46 (0 ) 40-6658304 <a href="mailto:ewa.stenberg@mah.se">ewa.stenberg@mah.se</a>	2nd term 2017-21	
Ivana Todorovic	Senior Librarian National Library of Serbia Department for Research and Development of the Library Information System Skerliceva 1, 11000 BELGRADE <a href="mailto:ivana.todorovic@nb.rs">ivana.todorovic@nb.rs</a>	1st term 2017-21	
** Claudiane Weber	Executive Director. University Libraries Universidade Federal de Santa Maria Rua Roraima, Cidade Universitária SANTA MARIA 97015-900 R.S. Brazil <a href="mailto:clauweber@gmail.com">clauweber@gmail.com</a>	1st term 2019-23	

## Corresponding members

* Chinwe Anunobi	Nigeria Email: <a href="mailto:librarian@futo.edu.ng">librarian@futo.edu.ng</a>	1 <sup>st</sup> Term: 2017-2019	
* Marianne Ingold	Switzerland Email: <a href="mailto:marianne.ingold@ub.unibe.ch">marianne.ingold@ub.unibe.ch</a>	1 <sup>st</sup> Term: 2017-2019	
* Rebecca Miller	United States Email: <a href="mailto:rmiller@bibliodiv.com">rmiller@bibliodiv.com</a>	1 <sup>st</sup> Term: 2017-2019	

## Consultants and other roles

Mary L Chute	State Librarian New Jersey State Library PO Box 520 (185 West State Street) TRENTON, NJ 08608 USA 609 278-2640 Ext 101 <a href="mailto:mchute@njstatelib.org">mchute@njstatelib.org</a>		Consultant
Monica Ertel	Director, Global Information Services Bain & Company One Embarcadero Center #3600 SAN FRANCISCO CA 94901 USA Tel. +1 (415) 6271352 Email: <a href="mailto:monicaertel@yahoo.com">monicaertel@yahoo.com</a>		Consultant
Matilde Fontanin	Librarian Università di Trieste, Biblioteca della sede di Gorizia Via Alviano, 18 34170 GORIZIA (GO) Italy Email: <a href="mailto:fontanin@pug.units.it">fontanin@pug.units.it</a>		Consultant
Anne Lehto	Director Tritonia Academic Library 65200 Vaasa Finland Tel. +358 (29) 449 8500 Email: <a href="mailto:anne.lehto@tritonia.fi">anne.lehto@tritonia.fi</a>		Consultant
Jana Varlejs	Professor Emerita, Rutgers School of Communication & Information Home: 612 S. First Ave., HIGHLAND PARK, NJ 08904 USA Tel. +1 (732) 846-6850 Email: <a href="mailto:varlejs@rutgers.edu">varlejs@rutgers.edu</a>		Consultant Editor: CPD quality project

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## Letter from the co-Chairs

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Gill



Sandy

### Dear colleagues, members and friends of CPDWL,

Welcome to the June 2019 issue of our Newsletter. It has already been another busy year for the CPDWL Standing Committee: we are definitely continuing to model the recognition we received as the winner last year of the inaugural IFLA Dynamic Unit and Impact Award!

Most recently, in mid-June, Ewa Stenberg represented the Standing Committee at the IFLA Strategy Meeting held in The Hague. The aim of this meeting, attended by 48 representatives of the association's professional units, members of the Governing Board and staff from IFLA HQ, was to support the association as it shapes the new strategic framework.

The meeting built on work undertaken earlier in the year to consider IFLA's future directions. After an inclusive, collaborative process involving over 30,000 library and information professionals from 190 countries, IFLA's Global Vision was launched in 2017 and the Ideas for Action in 2018. These were critical steps in the development of the association's future strategic directions. In January-February 2019, the professional units were asked to comment on the work undertaken by the embryonic strategic framework which had been proposed by the Governing Board.

Our Mid-Year Meeting was, therefore, once again an online asynchronous meeting conducted over a two-week period, with Standing Committee members providing their thoughtful responses to the questions posed by the IFLA team about the focus and wording of the draft strategic framework. The collective feedback from members of IFLA subsequently informed the refinement of the draft strategy, so that the revised document became the focus of the discussions and workshops in The Hague.

Ewa has prepared her report on these meetings, so please read about her insights in this Newsletter. The Standing Committee has plenty of work to do over the coming months, working on a new Action Plan to align with the IFLA Strategy.

Another major piece of work for the Standing Committee over the past few months has involved planning the 2019 CPDWL Satellite Meeting, to be held in Zagreb on 20-21 August 2019, immediately before the World Library and Information Congress (WLIC) in Athens. The event is a collaboration with the Croatian Library Association and a number of local LIS organisations. We hope many of you will be joining us in Zagreb for what promises to be an amazing couple of days of sharing ideas and experiences. The theme of the conference, *Librarians and information professionals as (pro)motors of change: immersing, including*

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*and initiating digital transformation for smart societies*, has attracted some really interesting proposals for papers and posters, enabling the Programme Working Group to organise a stimulating schedule of topics which will be of interest to LIS professionals from across the world.

A report on the Satellite Meeting is included in the Newsletter, so make sure you take a look. But also – please don't forget to register to join us in Zagreb! If you can't make it however, don't forget that the full papers will be published in the IFLA Library, so you can learn about how LIS professionals are ensuring that continuing professional development drives their ability to drive and support change in the ever-evolving digital world.

2019 was election year for the Standing Committees. Sadly, we will be saying 'au revoir' to some of our members who have served either one or two terms with immense energy and commitment: Catharina Isberg (Sweden), Loida Garcia-Febo (USA), Jane Dysart (Canada), Holly Hubenschmidt (USA) and Mary Laskowski (USA). A group of very productive members continues on: Ewa Stenberg (Sweden), Mary Ellen Davis (USA), Almuth Gastinger (Norway), Juanita Jara de Suman (Canada), Svetlana Gorokhova (Russian Federation), Ivana Todorovic (Serbia), plus the two of us – Sandy Hirsh (USA) and Gill Hallam (Australia). The Standing Committee's goals of recruiting new members with representation from all continents proved fruitful: we welcome Claudiane Weber (Brazil), Ray Pun (USA), Lim Kok Eng (Singapore), Edward Junhao Lim (China), Ulrike Lang (Germany), Daria Beliakova (Russian Federation), Heba Mohamed Ismail (Egypt), Mitsuhiro Oda (Japan), Constance Lehro Kouï (Ivory Coast), Carmen Lei (China), Rajendra Munoo (Singapore) and Angela Dresselhaus (USA). We have profiles of some of these new colleagues in this Newsletter, so you can get to know them better.

The Coaching Programme coordinated by CPDWL was successfully introduced at last year's WLIC in Kuala Lumpur. Importantly, the future of the Coaching Programme is strong: while Catharina Isberg is stepping down from the Standing Committee, she has been elected to the Management and Marketing (M&M) Standing Committee. This move has facilitated a partnership between CPDWL and M&M at the WLIC in Athens, adding fresh faces and extra energy to the organising team. Take a look at the updates that Catharina has shared in this Newsletter.

There is also a report on the webinar series that CPDWL runs jointly with the New Professionals Special Interest Group (NPSIG), with support from the American Library Association (ALA). While you can get an overview of this year's programme of webinars in this Newsletter, try to make the time to listen into the recordings which are available on the CPDWL website [<https://www.ifla.org/node/72830>].

We also set up a Communications and Marketing working party to improve our engagement strategies. The resulting Communications and Marketing Plan has meant that we have really stepped up our outreach through the Facebook site, our blog, the Twitter account and, more recently, with a video to highlight the important work we are involved in. This valuable work will continue into the future, so make sure you follow us via the various social media channels.

We hope that many of you will be with us in Athens for the WLIC. There is a listing of our activities – business meetings and conference sessions – in the Newsletter, so make a note of the dates, times and locations in your diaries. Our business meetings are open to all WLIC delegates, so take the opportunity to come and be part of the meetings and to get to know

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us better. CPDWL really is a dynamic unit, making plenty of impact through our active program of activities.

Once again, we thank Juanita Jara de Sumar for her untiring work as the editor of our Newsletter to keep you up-to-date with CPDWL. With the change-over of Standing Committee members in August, special thanks also go to Catharina Isberg, not only for being the Secretary over the past two years, and Co-Chair before that, but for all the wonderful contributions she has made over the past eight years. We congratulate Catharina on her election to the Management & Marketing Standing Committee, as well as becoming the new Chair of IFLA Division IV, Support for the Profession, enabling her to join the Governing Board. We wish Catharina success in this new role!

As CPDWL Co-Chairs, we thank everyone for the contribution they make to the success of the Section and we look forward to meeting up with many of you in Athens in August!

Gill Hallam [gillian.hallam1@bigpond.com](mailto:gillian.hallam1@bigpond.com)

Sandy Hirsh [sandy.hirsh@sjsu.edu](mailto:sandy.hirsh@sjsu.edu)

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## ***IFLA 2019 CPDWL Satellite Meeting, Zagreb August 20-21*** **Librarians and information professionals as (pro)motors of change: immersing, including and initiating digital transformation for smart societies**

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**By Ray Pun & Gill Hallam**

The CPDWL Satellite Meeting 2019 in Croatia is open to everyone interested in learning the latest research trends and programmes on continuing professional development and digital transformation in smart societies! This event has been planned jointly by the CPDWL Standing Committee and the Croatian Library Association (CLA).

We know that digital technologies are transforming every aspect of modern life: they have a huge influence on how people live, work, communicate and learn. Smart cities and smart societies are seen as paramount if we are to achieve a 'better world shaped by use of data and technology'.

Our conference argues that librarians and information professionals have the responsibility to be (pro)motors of digital change in their communities and to initiate digital transformation for smart societies. To participate in the creation of digital societies, information professionals need to be able to immerse themselves in the process of digital transformation, to include others in the journey and to initiate the transformational impetus required in their communities. However, their focus on fostering citizens' informed access to, use and evaluation of, information demands an effective, focused path for continuous professional development.

The CPDWL and CLA programming committee has diligently organised the upcoming meeting and reviewed over 40 proposals! Through two blind reviews, we are pleased to invite many presentations (papers and posters) to this collaborative meeting with presenters and attendees from all over the world including Uzbekistan, Turkey, Iran, Hong Kong, Singapore, Germany, USA, Mexico, Peru, France, Sweden, Finland, Italy, Australia, Nigeria, Slovenia, India, all over Croatia and more!



Topics include new mentoring programmes, scholarly communications in acquisitions, digital literacy, qualitative research in LIS services for children, school librarianship studies in Croatia and more.



Image credit: Visit Zagreb [<https://www.visitzagreb.hr/zagreb/national-university-library-zagreb>]

We are fortunate to be able to hold the conference in the National and University Library (NSK) in Zagreb, the capital of Croatia. As this Library was established in 1607, one of its primary missions is the development and preservation of Croatian national cultural heritage. Beyond this, there has been a strong connection with the academic world for almost two centuries, so NSK is perhaps one of the earliest examples of a joint-use library!

In 1995, NSK moved into a new building which provides a beautiful and modern setting for research and learning. This provides us with a wonderful venue for the CPDWL Satellite Meeting.

The 2019 CPDWL Satellite Meeting builds on the success of the last event held in Milnerton, South Africa, in conjunction with the IFLA WLIC in Cape Town. The surplus funds generated by the Milnerton conference have enabled the CPDWL Standing Committee to offer a number of bursaries to support participation in our meeting in Zagreb. We recently advised 13 excited LIS professionals from many different countries that they had been selected as recipients of our bursaries. Their enthusiasm and energy will inject a very positive vibe to the conference!

The CPDWL Standing Committee thanks the amazing Croatian team, led by Dijana Machala, President of CLA, for all the work they have done to ensure that our Satellite Meeting will be a successful professional development event. The team includes colleagues from the Croatian Library Association, the National and University Library Zagreb and Zagreb City Libraries. Very special thanks are also extended to the Ministry of Culture of the Republic of Croatia for their generous support.

We hope you are able to join us - but don't miss your opportunity to register as we are quickly reaching capacity! Visit the conference website <http://ifla.hkdrustvo.hr/> for more details.

CPDWL Satellite Meeting 2019: Organising Committee

Gill Hallam  
Sandy Hirsh  
Matilde Fontanin  
Ulrike Lang  
Catharina Isberg

Ray Pun  
Loida Garcia Febo  
Almuth Gastinger  
Vivian Lewis



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## ***CPDWL program for the 2019 Congress in Athens***

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### **Standing Committee Meetings**

Saturday August 24	15:45 – 17:45	CPDWL SC Meeting 1	HAEF 226 (offsite)
Thursday August 29	13:30 – 16:00	CPDWL SC Meeting 2	Business Meeting Room 3

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### ***Active and interactive learning and development strategy to extend LIS practice. CPDWL + Evidence for Global and Disaster Health***

**Monday 26 Aug 09:30-11:30 Banqueting Hall (Session 104)**

CPDWL is partnering with the Evidence for Global and Disaster Health Special Interest Group (E4GDH) to offer a session at the 2019 WLIC in Athens, focusing in the theme of “Active and interactive learning and development strategies to extend LIS practice: the need for new skills to meet the challenges of our world.” The CPDWL planning team includes Gill Hallam, Almuth Gastinger and Svetlana Gorokhova, working closely with colleagues from E4GDH, Anne Brice, Emma Farrow and Blessing Mawire.

#### **Presentations:**

- *Responding to new roles for LIS professionals: how can we extend our skills?*
- *Engaging Students Using a Webinar to Deliver an Information Literacy Class as part of Emergency Preparedness Teaching and Learning at the SMU Library:*
- *Developing a Knowledge Broker Learning Programme for Africa: A Pilot Study initiated in Chitambo District, Central Zambia.*

The **learning outcomes** will include:

- Shared experiences and good practice
- Building confidence and experience in using active learning methods
- Understanding of knowledge transfer skills that could be used in their own settings
- Opportunities to develop networks to encourage the continued exchange of ideas.

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### ***Navigating your own professional development: effective use of the 2016 IFLA Guidelines for Continuing Professional Development. CPDWL***

**Tuesday 27 August 13:45-14:45 Banqueting Hall (Session 182)**

While the IFLA Continuing Professional Development Guidelines consider the different roles of learners, employers, educators, trainers and the professional associations, this session at the IFLA WLIC **focuses on the learner**.

This session will showcase the perspectives of individual staff members as they navigate the use of the IFLA CPD Guidelines. Individual librarians or other library workers will speak about their own personal journey using the Guidelines to document their learning needs, grow their careers and further the IFLA vision.

CPDWL planning team and Co-Chairs for this session: Vivian Lewis and Mary Jo Romaniuk

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**Presentations:**

- *Pursuing Continuous Professional Development as a Personal Responsibility and Business: My Learning Journey and Experience.* Godwin Nwachukwu Arua, Nigeria
- *The Adventure of Guiding Your Own Professional Development in a Developing Country - How and Why I Became a Head of Library with no Previous Library Experience.* Rozita Petrinska Labudovikj, Macedonia
- *CPD: Developing strong librarians and transforming library services in Kenya.* Koi Michael Kazungu, Kenya

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**2019 Knowledge Café. Continuous Learning for Successful Info Pros in the Knowledge Economy.** By Monica Ertel, CPDWL SC Consultant  
**Tuesday August 27, 14:45-15:45 Banqueting Hall. (Session 184)**

CPDWL, the same as in previous years, is one of the sponsors of this event along with Knowledge Management and Libraries and Research Services for Parliaments.

Please join us at the sixth Knowledge Café at the IFLA Conference in Athens, Greece, on Tuesday August 27, 14:45-15:45 in the Banqueting Hall. Topics are: Change is the currency of our libraries, communities, parliaments, organizations, and world. Whether it involves digital transformation, partnering with traditional or non-traditional agencies, or creating new and exciting engagement opportunities, change is at the heart of our activities. Learning, growing, developing and succeeding in the face of change are our challenges so join our dialogue at discussion tables that reflect ways of engaging with and managing change. Topics include Creative Uses of Social Media in Libraries; Digital Transformation: Adapting to Changing Client Needs; Succession Planning and Getting the Right Skills; Developing Library Leaders for the Future and more.

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**The CPDWL Coaching Initiative.** By Catharina Isberg, Secretary, SC CPDWL  
**Thursday August 29, 08:30 – 10:30 Banqueting Hall. (Session 251)**

The CPDWL Coaching Initiative is moving forward. A webinar was offered at the end of May “Enhancing your strengths through coaching”. This free webinar explored the role of coaching and its value for developing library and information professionals for the future. Further information on the webinar is available at <https://www.ifla.org/node/72830>

The next step is a session at the WLIC in Athens. A Drop-in Coaching session will be offered on Thursday August 29, from 08:30 to 10:30, in the Banqueting Hall, Session 251 in the WLIC programme.

This session offers career and professional development coaching for the individual and is an initiative of the CPDWL Section, in collaboration with the Management & Marketing Section.

All WLIC delegates are welcome to join the coaching session. The set up is a drop-in session where the participants can get coached in areas such as Professional development and lifelong learning, Career planning, People management and leadership, Change management, Project management, Marketing, and Work-life-balance. The coaching will focus on one individual at a time. Each coaching interaction will last approximately 15-30

minutes. Please note that there can be a waiting time for a coach to be available. There will be a waiting area available in the room.



The focus of the coaching will be to help develop the individual's career and professional development. The coach helps the individual to move from where one is to where one needs to go and wants to be. The coach will support the coached person to see ways and opportunities to move forward in his or her professional life; different areas will be covered depending on the need. The focus will be on supporting the individual to lead herself/himself and for the individual to identify areas in need of development.

Societal trends are placing new demands on the library and information sector. To ensure that library professionals are prepared to adapt to these changes, it is imperative to become 'learning organizations' and continuously develop the staff. The IFLA Guidelines for CPD state: *"The individual library and information professional is primarily responsible for pursuing ongoing learning that constantly improves knowledge and skills"*.

During the last few years, the CPDWL Section has been working with interactive and collaborative methods in order to increase the professional development and competence sharing in the work of the Section as well as of IFLA. During former CPDWL satellite conferences, career and professional development coaching has been part of the programme. At WLIC 2018 in Kuala Lumpur a coaching pilot test was performed. This was very well received by the delegates, and we are now offering a new coaching opportunity during the WLIC in Athens.

The members of the Coaching Initiative working group for the 2019 programme are Catharina Isberg, Almuth Gastinger, Ewa Stenberg and Ulrike Lang from the CPDWL section, and Anya Feltreuter and Cindy Hill from the Management & Marketing section. We invite you to visit our Facebook page <https://www.facebook.com/events/2354672881524886/>

## Action Planning: Workshop for Professional Units

By Ewa Stenberg, SC member, CPDWL

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IFLA offered a workshop on 12-13 June, introducing IFLA's new Strategic Framework and starting up the professional units' work on Action Plans in support of the IFLA Strategy 2019-2024. The workshop took place in The Hague with 48 participants from Professional Units, representing 47 units. I had the privilege of representing the Standing Committee of CPDWL. From IFLA Governing Board there were 11 participants and from IFLA Headquarters there were seven participants. Workshop Facilitator was Megan E McNally, LUMA. The workshop had the form of Round Table Discussions with different groups set-up for each of the two days. Governing Board members were table hosts.

Day one focused on the background of the new IFLA Strategy 2019-2024, how the work with Global Vision in 2017, the Ideas for Actions in 2018 and the feedback from Professional Units on the IFLA Strategic Framework in early 2019 led to the forming of this new strategy. After lunch we discussed the Strategic Directions and shared examples from Professional Units on work supporting the directions. During the afternoon we also had time for formulating an Example Focus Area for our own unit's Action Plan, with support from table hosts and participants at the same table.

Day two started with Facilitated Deep Dive Discussions in plenary, based on the expectations for Dynamic Units. The discussions focused on the areas of Engagement, Measurement and Collaboration. After lunch we had Speed Meetings in order to get more input to the Example Focus Area - five Speed Meetings with five different people, of five minutes each - and after that we put up our examples for everyone to see. We had a "Gallery Walk" to look at all the plans and we were asked to choose one as an inspiring idea and one as an opportunity for collaboration, and to give feedback on things to develop in the plans.

I found it very interesting to discuss and share ideas between the units, and the methods used during the workshop supported collaboration very well. Next step in the Action Planning within CPDWL will be under the lead of the section's Officers. They will hold calls with the Standing Committee, before the WLIC in Athens, in order to formulate a draft Action Plan to discuss and, possibly, finalize at the CPDWL business meetings in Athens in August.



**IFLA Section**  
**Continuing Professional Development**  
**and Workplace Learning**

## *Introducing the new Standing Committee members*

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### **Carmen Lei**



She is the Head of Library at the Institute for Tourism Studies in Macao with responsibility for information literacy courses, collection development, user-education, marketing of library resources and overseeing the operation and management of the library. She was involved in the creation of the Macao Academic Library Alliance in 2014, which was formed to provide collaboration, resources development and sharing among the nine tertiary education libraries in Macao. She is actively involved in the consortium acquisition, liaison of library systems and discovery tools, interlibrary loans and staff development. She is a council member of the Macau Library and Information Management Association since 2011, and also represents her Institute as a council member in the Guangdong-Hong Kong-Macau University Library Alliance established in 2017.

Carmen holds a Bachelor degree in Tourism Business Management and attained her Master degree in Information and Library Studies in Aberystwyth University in Wales, U. K.

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### **Claudiane Weber**



I am Brazilian. I graduated in Librarianship from the Federal University of Santa Catarina (UFSC). I obtained my Ph.D. in Information Science from the University of São Paulo (USP), studies that included a period of research at ÅBO Akademi University, in Finland.

I work as Executive Director of the University Libraries of the Federal University of Santa Maria (UFSM). I am also a member of the Commission to implement the UN Agenda 2030 in this University.

I am a member of FEBAB - Brazilian Federation of Associations of Librarians, Information Scientists, and Institutions. I have also been a corresponding member of the Latin American and Caribbean Section of IFLA during the period 2016-2019.

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### **Daria A. Beliakova**



I graduated from Moscow State Culture and Arts University in 1995. Since then I have been working in the All-Russia State Library for Foreign Literature (5 million items in 142 languages). I have worked at the Library's Center for International Librarianship studying the best practices in world librarianship and preparing publications.

Since 2016 I have been running the Library's education department called Rudomino Academy. I am responsible for professional development and continuing education programs for the Library staff and regional library professionals. The education department organizes interregional workshops for librarians and coordinates the Library participation in domestic and international library associations (IFLA, Russian Library Association, Library Assembly of Eurasia). I have participated in the second working meeting of the US-Russia Dialogue on the Civic Role of Libraries in the 21st Century, 2018, in Suzdal, Russia. Being a qualified



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trainer of the Life Beyond Tourism International Institute (Florence, Italy) I conduct seminars for regional librarians. So I have gained a sound experience as a trainer and as a developer of educational programs.

I'm interested in becoming a member of the CPDWL Standing Committee because I would like to learn more about foreign best practices in staff development, as well as modern methods in running educational programs.

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## Edward Junhao Lim



Edward Lim received his Master of Science in Information Studies from the Wee Kim Wee School of Communication and Information, at Nanyang Technological University, Singapore, in 2014. He has a Bachelor of Social Science from Singapore Management University. He is originally from Singapore and moved to Shanghai, China in 2017. He is still active on Twitter as @BarbarianEd.

Edward is the Reference and Research Services Librarian at New York University Shanghai – effectively the liaison librarian for business faculty and students. He is also responsible for the library's marketing team, promoting library services and resources to about 1,200 undergraduate students, and a small, growing group of postgraduate students. Before his current position, he worked as a user experience librarian, in library promotion, and access services at Nanyang Technological University.

Edward served as Honorary Treasurer (2015-17) of the Library Association of Singapore (LAS), and is currently a member of the Training & Development Committee (2017-). He initiated the first webinar organized by the Association, as well as a Library Carpentry workshop in Singapore, and is looking to expand its pool of instructors, and reach new communities in Asia.

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## Heba Mohamed Ismail



Heba graduated from the Department of Librarianship and Archives, Faculty of Arts, Cairo University and finished her PhD on e-training networks for public librarians.

She is the Libraries Technical Manager at Egypt's Society for Culture & Development (ESCD), an NGO which maintain networks of public & children's libraries in Egypt.

Heba played an instrumental role in different projects held within the MENA region, as Manager of the International Network of Emerging Library Innovators – Middle East and North Africa "INELI-MENA", – a two and a half year program to enhance leadership skills for 32 Arab public librarians – funded by Global Libraries at Bill & Melinda Gates Foundation and conducted by the Arab Federation for Libraries & Information (AFLI) and Manager of the 2030 Arab Librarians: Towards the road to sustainable development goals program (7-month program to train 31 librarians on Advocacy and SDGs) funded by IFLA & implemented by AFLI.

She has received many honors & awards: Library Journal's Movers and Shakers 2019; Dr. Shawky Salem Award "Ideal Egyptian Librarian" at the Egyptian Library Association Conference 2018, The Arab Federation for Libraries and Information (AFLI) in recognition of the role accomplished in INELI-MENA 2017; U.S Embassy in Cairo in recognition of her



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effort in civic engagement in the 1<sup>st</sup>. Annual Alumni Award (2014); The Egyptian Library Association (ELA) for the outstanding achievements in Librarianship field (2012).

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## Lim Kok Eng



Kok is with the National Library Board (NLB) in Singapore and is currently the Head of their Centre for Professional Development (CPD). He has been with NLB for about 23 years.

He started out in 1996 with their Library Support Services as a cataloguer for a brief period, before moving on to head back-end services such as acquisition and receiving, processing, logistics and warehousing.

In 2006, he moved on to work on innovative services such as the concept of a fully self-contained mobile library bus. The challenge was that it had to provide online and real-time transactions using the NLB's library management system. He found it fulfilling that the service aimed to reach out to those who were not able to come to the libraries, such as the physically and intellectually challenged, and those in orphanages.

In 2007, he moved to the Public Library Service to implement the mobile library service. He oversaw a network of 6 public libraries before moving on to head CPD in 2017.

The Centre focuses on the different aspects of professional development of Library and Archives staff in NLB from professional qualification to continuous development. CPD works with various stakeholders to support development in subject matter expertise, identify and organise workshops and courses, holds professional sharing sessions, works with partners such as the local University on the professional library qualification and the Library Association of Singapore on professional development and the growth of the profession in Singapore.

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## Mary Ellen K. Davis



Mary Ellen K. Davis has served as the Executive Director of the Association of College and Research Libraries (ACRL), the higher education association for librarians, since 2001. ACRL is the division of the American Library Association with more than 10,000 members that is dedicated to advancing learning and transforming scholarship. Under her leadership ACRL has advanced the value of academic libraries, built partnerships with higher education organizations, moved its premiere journal to open access, and expanded the association's programs, publications, and services.

Mary Ellen's career includes various positions at the American Library Association as well as positions at Central Michigan University, the Downers Grove Public Library, and Virginia Lake Elementary School. She has an M.S. in Library and Information Science and a B.S. from the University of Illinois at Urbana-Champaign and an M.A. in education from Central Michigan University.

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## Mitsuhiro Oda, "Hiro"



Hiro has been involved in LIS education and CPD activities for 33 years. His current responsibilities as Professor of College of Community Studies (CCS), Aoyama Gakuin University (AGU) in Japan, relate to bringing up information professionals in charge of the succession of information resources in local communities.

He has engaged in the development of the library profession, as well as the revision of the qualification program and curriculum for librarianship. And, in these two decades, he has played a role of instructor / mentor in around one hundred and more training workshops and sessions for workplace learning.

As to research activities, by adopting practical and empirical approach, he has published more than twenty research articles on such topics as effective methods for workplace learning, efficiency of training program using product-sharing database system, and significance of integrating LIS education with continuing professional development.

Since 2014, he has been an active president of the Japan Society of Library and Information Science (JSLIS). And, for 6 years from 2013, he contributed to LIS education as a director of Division of Education for Library & Information Science (DELIS) under the Japan Library Association (JLA). Also, he has been a member of the Standing Committee of the Education and Training (SET) Section of IFLA for two terms (2011-2019).

**PS to all colleagues:** If you do not mind, please call me "Hiro" !

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## Rajen Munoo



He is Head, Learning Services and Research Librarian at the Li Ka Shing Library, Singapore Management University.

Rajen has a double Master's degree in Library and Information Management from Sheffield University, England and Information Studies from University of Natal, South Africa. As Head, Learning Services he coordinates information literacy and learning programmes for the SMU community together with a team of professional librarians. As a Research Librarian, he is the liaison for the Lee Kong Chian, School of Business.

In addition to his professional LIS expertise, he uses his knowledge and skills acquired from his Higher Education Diploma and Specialist Diploma in E-Learning and Instructional Design to develop and deliver numerous face-to-face and e-learning courses. His research interests are advocacy, information and media literacy, learning, the professional development of librarians and information workers.

Rajen is actively involved in local and international library and information professional work. He value-adds by drawing upon his international work experiences in different types of libraries in Singapore, the United Arab Emirates and South Africa. In his spare time he enjoys travel and hiking.

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## Raymond Pun



Ray is currently an academic librarian at a startup graduate school of education where he provides all research and technical services support. He previously worked as a librarian at California State University, Fresno, New York University Shanghai, and the New York Public Library's Stephen A. Schwarzman Building.

In addition, he is a doctoral candidate in educational leadership at California State University (CODEL). His dissertation explores the impact of the digital divide on ethnic communities in Fresno, California. He holds a Master of Library Science from the Queens College, City University of New York, a Master of Arts in East Asian Studies and a Bachelor of Arts in History from St. John's

University in New York. Professionally, he has presented and published extensively including five co-edited books such as *Asian American Librarians and Library Services* (2017) and *The Sustainable Library's Cookbook* (2019, forthcoming).

Ray is an active member of the American Library Association (ALA), Association of College and Research Libraries (ACRL), Special Libraries Association (SLA), ALA's ethnic affiliates including Asian/Pacific American Librarians Association (APALA), Chinese American Librarians Association (CALA), and REFORMA (The National Association to Promote Library and Information Services to Latinos and the Spanish Speaking).

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## Ulrike Lang



Ulrike.lang@sub.uni-hamburg.de

Librarian for scientific libraries, Diploma 1977.

Assistent of the director, head of education and training, responsible for continuing development, health and conflict management, equalisation and prevention at the State and University Library Hamburg, Germany

Member of the German library association "Berufsverband Information Bibliothek (BIB)"

2000-2007 Head of Bibliothek & Information International in der BID, organization for exchange programmes

2007 - 2015 Member of Continuing Professional Development and Workplace Learning Section of IFLA (CPDWL) and 2009-2015 Co-Chair; 2015 - 19 corresponding member

2015 - 2019 Member of the Education and Training Section of IFLA

[Join CPDWL !](#)

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## From the Communications Group

By Raymond Pun

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### Our CPDWL's Twitter Page is Back and Running!

Are you a user of Twitter? Don't forget to follow us at @IFLACPDWL ! Have something you want to share on Twitter? Feel free to contact Ray Pun at [raypun101@gmail.com](mailto:raypun101@gmail.com) and he will post your updates as well.

New to Twitter? You are welcome to explore our feed here: <https://twitter.com/iflacpdwl?lang=en> and find our active users including @LoidaGarciaFebo, @Ulrike\_Lang, @SHirsh, @GillHallam, @RayPun101 & @BarbarianEd on the page as well.

Twitter can be a powerful tool to share learning resources via links, brief messages (in all languages), advisory materials and more! In addition to text and images, Twitter can feature gifs

and videos. In the near future, we hope to launch Twitter chats and conversations about continuing professional development in the LIS field with our members and other sections who use this social media tool.. Stay tuned!

### Our brief Dynamic Story (video)



The CPDWL Communications Working Group (Gill Hallam, Sandy Hirsh, Mary S. Laskowski, Loida Garcia-Febo, Juanita Jara de Súmar, Catharina Isberg and Ray Pun) is pleased to showcase our section's video that highlights CPDWL's activities, the 2018 Dynamic Unit and Impact Award, and our upcoming satellite meeting in Zagreb!



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Thanks to CPDWL members (Juanita Jara De Sumar, Heba Mohamed, Constance Lehro Kouï, Svetlana Gorokhova, Ulrike Lang, and Carmen Lei) and Dorja Munčnjak (from the Croatian Library Association), the video includes subtitles that have been translated into different languages including Spanish, French, German, Arabic, (Simplified) Chinese, Russian, and Croatian. (You can click on the gear icon on the bottom right of the video to switch subtitles.)

**You can watch the 1-minute video on [YouTube](#) or on [Adobe Spark](#).**

Our [YouTube video](#) is now up also in the CPDWL Blog page  
: <https://blogs.ifla.org/cpdwl/2019/05/23/ifla-cpdwls-video-our-brief-dynamic-story-live/>



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## **Webinars: IFLA's Continuing Professional Development and Workplace Learning (CPDWL) and New Professionals (NPSIG), with the support of the American Library Association (ALA).**

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The CPDWL/NPSIG webinars started in 2012 as a quarterly series with the title "New Librarians Global Connection: best practices, models and recommendations". The proposal for this activity was presented by our SC member Loida Garcia-Febo, current President of the American Library Association. The recordings of most of these webinars are available online and the links and information about the contents and the speakers can be found on our [Webinars webpage](#) and also in earlier issues of this Newsletter.

We have had a great deal of activity this year, having presented already three webinars.

[Library services to teenagers in the digital age](#), presented on January 10

*Moderator:* Loida Garcia-Febo, CPDWL SC . *Presenters:* Sanna Huttunen Finland; Sampo Matikainen, Finland; Meredith Levine, USA; and Sander Slegtenhorst, Netherlands

[The benefits of international exchange programmes](#), presented on April 9

*Moderator:* Ray Pun, USA *Speakers:* Ulrike Lang, Germany; Hella Klauser, Germany; Flippie van der Walt, South Africa; Dee Winn, Canada and Cate Carlyle, Canada

[Enhancing your strengths through coaching](#), presented on May 28

*Moderator:* Ewa Stenberg, Sweden. *Speakers:* Catharina Isberg, Sweden; Barbara Wennheden, Sweden ; Bergita Shannon, Australia

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## CPDWL Guidelines at the Annual International Conference Continuous Library and Information Science Education, Saint Petersburg State University of Culture – Library and Information Science Department Matilde Fontanin, CPDWL Consultant Svetlana Gorokhova, CPDWL SC member

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The topic of the 2019 Annual International Conference in the wonderful Saint Petersburg, Russia, was “International Cooperation on Library and Information Science Education”, in fact the participants exchanged in two days ideas and experiences to foster the internationalisation of the profession.

In this respect, IFLA CPDWL Matilde Fontanin and Svetlana Gorokhova presented the rationale of the “Guidelines for Continuing Professional Development: Principles and Best Practices”, a document which, together with the infographic “Our 5 Star profession” proposes that professionals take their career in their own hands, that they look for opportunities of professional growth in a creative way, also using the many opportunities offered by the digital revolution, and that the path they begin at LIS school continue all their lives.



*Visiting the University buildings*

Actually, the key message of the talk – other than presenting the recent translation of the Guidelines in Russian – was to insist on the concept that the attitude towards lifelong learning begins while we are at the Library and Information School and that different stakeholders bear responsibility in the process. As we said above, definitely the student – that is the future professional – is in charge, but his/her efforts must be fostered and modeled by LIS teachers and scholars, who are lifelong learners themselves. After LIS school, the attitude continues at the workplace, where specific responsibilities are borne by libraries and institutions which must allocate time and resources for the professional development of their employees. Other actors on the scene are the providers of training, which must be accountable and cooperate with the rest in a virtuous circle of continuing development.

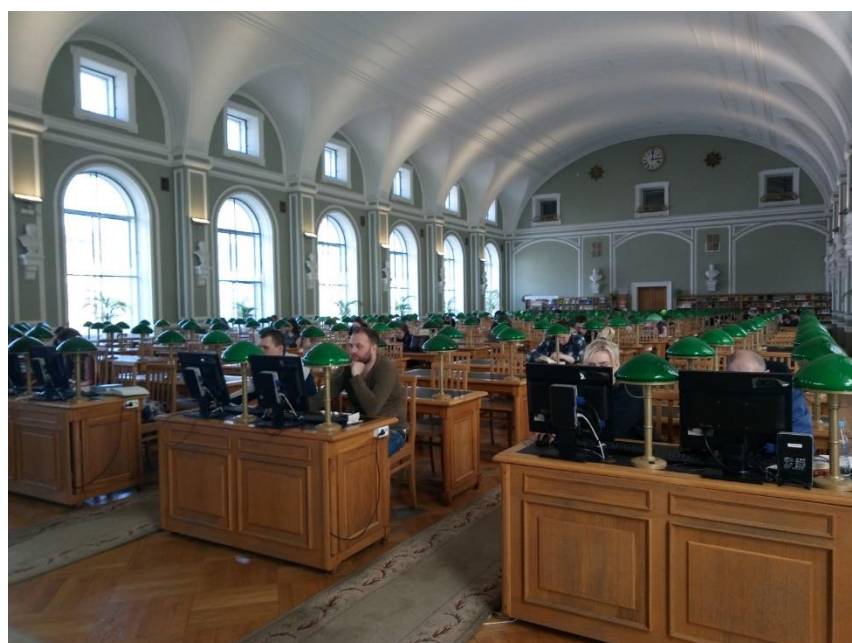


The conference was highlighted by the talks of Anna Maria Tammaro and Rudzhero S. Gilyarevski, who gave an overview of challenges for higher education and new opportunities for cooperation – Prof. Tammaro brought examples from European LIS Schools



*Anna Maria Tammaro and Anna Gruzova at the Conference*

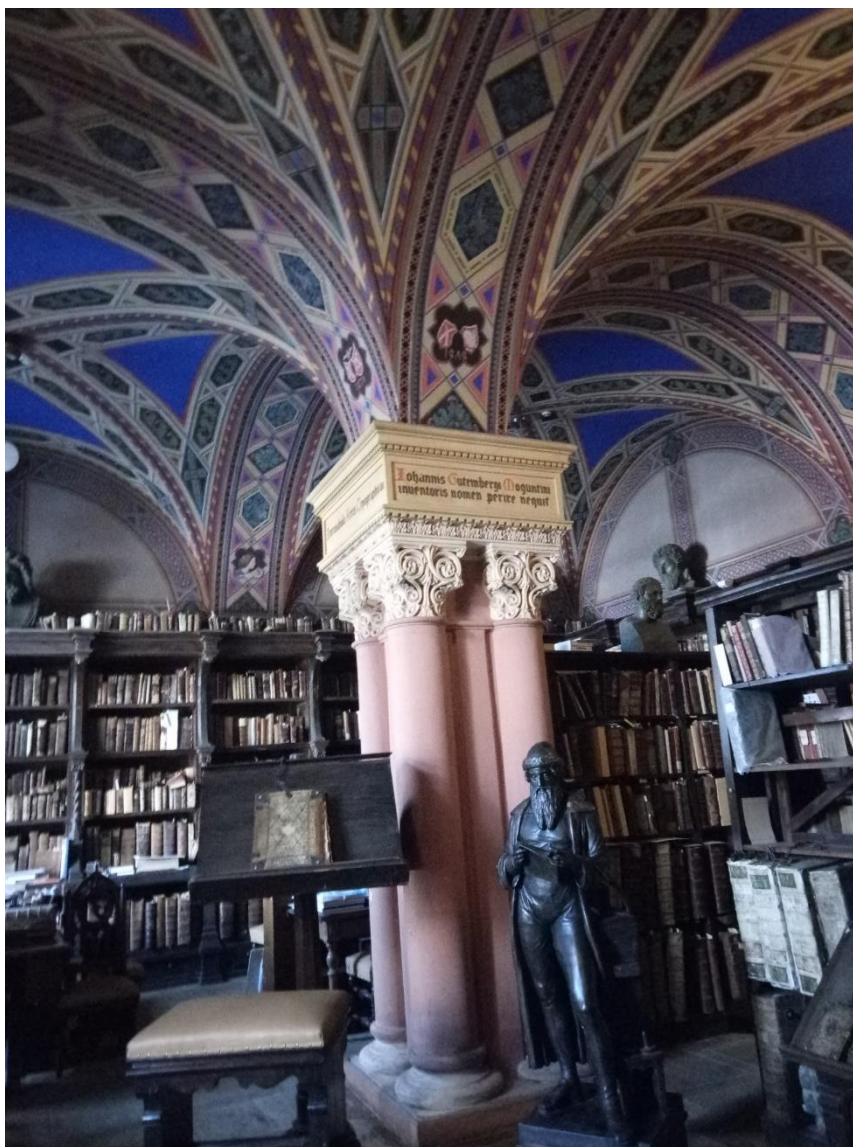
The conference and the roundtable on the following day witnessed a vibrant atmosphere: Russian librarians are actively looking for cooperation and are aware that there are many opportunities to do so online – for example through MOOCs. There is much interest for what is happening worldwide, a great opening to IFLA and its Global Vision, coupled with a breathtaking cultural heritage. Prof. Valentina V. Brezhneva, Dean of the LIS Department, organised the meeting in the amazing rooms of an historical palace overlooking the Neva river



*National Library of Russia - St. Petersburg – Lenin's Study room*

Much more is worth seeing in St. Petersburg. Prof. Anna A. Gruzova organised a visit to the amazing National Library of St. Petersburg, in Nevskiy Prospekt. The library was opened to the public by Alexander I in 1814, and is now located in various buildings across the city.

Some highlights include a book which was damaged by a bullet that entered through the window during the October revolution; Voltaire's private library, which was purchased by Catherine the Great; the Oval Hall; the Faust's Study; but much more remains and there is not enough space to describe it here, the best advice would be to go and see. Russian librarians will welcome you.



*National Library of Russia - St. Petersburg - Faust's Study*

Russian translation of the IFLA Guidelines for Continuous Professional Development makes the document more accessible for the vast library community of Russia.

To promote the Guidelines and attract attention to the availability of such a great resource CPDWL SC members from Russia, Svetlana Gorokhova and Daria Belyakova, designed a plan for presenting the Russian translation of the document which included:

- ✓ Placing the Russian translation at the following professional websites: IFLA, Russian Library Association, Rudomino Academy
- ✓ Presentation of the Russian translation at the Russian Library Association annual meeting in Tula (May 2019). The presentation took place at the Section of Library Profession and Continuing Education.
- ✓ Presentation of the Guidelines at all principal national library meetings: ALMA Foresight session "Shaping the Future of the Libraries" (April 2019); Saint-Petersburg International Cultural Forum (November 2019); Crimea International Library Conference (June 2019); IFLA Caucus meeting of the CIS countries (August 2019).



*National Library of Russia - St. Petersburg – Oval Hall, opened on January 14th 1812*

It is also planned to hold a special meeting at the All Russia State Library for Foreign Literature – the institution that sponsored the Russian translation of the Guidelines and which is a respected library leader in international professional activities. The meeting is scheduled for September – October, 2019 and will initiate a detailed conversation on the content of the document and its practical value for Russian librarians. The discussion will be followed by brainstorming in groups, to work out the practical steps on how to promote the key postulates of the Guidelines in the Russian professional library field.

Sincere gratitude goes to the Library for Foreign Literature, its educational unit Rudomino Academy and personally to Maria Bereslavskaya who did a wonderful job translating the document.

We welcome all interested professionals to participate in the meetings and we are ready to provide any additional information if needed.

See you all in Athens or at other locations around the world.





Group photo after the conference

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## Promoting the Continuing Professional Development Guidelines

Edward Lim, SC member-elect

[IFLA Guidelines for Continuing Professional Development: Principles and Best Practices](#) is an important document. It covers the breadth and scope of professional development.

I first came across this document at Session #158 at the IFLA WLIC 2018, and I wanted to share it with fellow librarians in my home country, Singapore. I wrote a two-part series because there was so much to discuss and examples I picked up along the way in my career.

1. [Continuing Professional Development: Minding Your Own Business](#)
2. [Continuing Professional Development: Whose Business Is It?](#)

I published these articles in the *Singapore Libraries Bulletin*. It started as a print newsletter back in 1990, and evolved into a blog in 2006. It is intended as a forum for the library community in Singapore to interact with each other.

I hope this can create more conversation and dialogue on professional development in your country, and generate more references back to the IFLA CPD Guidelines.

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## Congratulations to Mary L. Chute, a CPDWL Member and Consultant!



Mary L. Chute, State Librarian, New Jersey State Library, was selected to receive the Association of Specialized, Government & Cooperative Library Agencies (ASGCLA) Leadership & Professional Achievement Award for her exemplary leadership and achievement in the areas of: consulting, library cooperation, networking, statewide

services and programs, and state library development.

<https://www.asgcladirect.org/2019/05/mary-l-chute-receives-the-asgcla-leadership-professional-achievement-award/>

Mary served as a member of our Standing Committee for two terms 2005-2009 and 2009-2013. Then she served as a corresponding member for 2013-2015, and after that she has been a consultant to our Section. In responding to the congratulations received from us she said:

*I witness interactions every day that reinforce my personal belief that we are exceedingly fortunate to work in the field of Librarianship and Information Science. I am thoroughly convinced there is no other profession I would have found more fulfilling. Part of that is certainly the societal benefit librarians contribute empowering people to advance their life goals. However for me, an equal part is engaging with others who are drawn to the profession. Thank you all so very much!! I look forward to seeing you in Athens if not before!*

We look forward to seeing you in Athens too Mary!

## Congratulations to our co-chair Sandy Hirsh, President-elect of ALISE



Sandy Hirsh, co-chair of the CPDWL standing committee, has been elected President-Elect of the [Association for Library and Information Science Education \(ALISE\)](#). ALISE "is the global voice of library and information science education." She will begin her three years of service as President Elect, President, and Past President in September 2019 at the ALISE Annual Conference, which is taking place in Knoxville, Tennessee. The theme of this year's conference is "Exploring Learning in a Global Information Context." Some of the areas she plans to focus on as ALISE President include working on

membership initiatives, partnering with other associations, providing more virtual engagement opportunities and programs, providing professional development opportunities, and updating the strategic plan. To learn more about how she became involved in ALISE, go to: <https://ischool.sjsu.edu/news/ischool-director-sandra-hirsh-lead-global-research-organization>.