

**2023 WAPL Conference  
WVLS Staff Reports**

**Name:** Jamie Matczak

**1) What was the title of a session you attended?**

Give All Your Power Away: Keys to an Organizational Remodel  
Speakers: Katharine Clark and Jocelyn Sansing, Middleton Public Library

- **What two things are you taking away that you heard or do you think are most important?**

1) When the library was considering creating more square footage, they started to purchase furniture and storage pieces with wheels. This way, things can be moved. Even their circulation desk is on wheels. Libraries should consider flexibility when it comes to space.

2) Middleton implemented a “Morning Huddle” that takes place every morning at 8:50 a.m. For 10 minutes, everyone gathers for a huddle to share something positive or fun. Jocelyn said that this took awhile to implement consistently, and now it’s something the group looks forward to each day. The key is that everyone has to do it, including the director and all the managers.

- **Were there any key websites the presenter shared or resources that people should check out?**

The idea of “[Intent-Based Leadership](#)” by David Marquet was referenced.

- **What was the audience reaction to this session? What kinds of feedback was given?**

There were a lot of people in this session, and a lot of questions were asked. Attendees were curious about implementation of the leadership changes that took place at Middleton. Jocelyn emphasized the importance of managers being “makers” and not only “managers.” The director needs to be out in the community and advocating for the library.

**2. What did you enjoy most about the conference?**

I was able to spend significant time having conversations with people, including consultant Rachel Arndt, Jean Anderson (South Central Library System) and Chad Glamann (Outagamie Waupaca Library System).

Several of the presenters could be utilized for future WVLS presentations, and conversations about collaborations are occurring.

**2023 WAPL Conference  
WVLS Staff Reports**

**Name:** Brenda Walenton

**1. What was the title of a session you attended?**

Take Care of YOU as You Take Care of Your library, department, community  
Presented by Emily Whitmore from Spring Green Community Library

Description: We all know that Librarians expend a lot of energy to excel at the job. From program planning to helping a patron on the computer, librarians pull from a reserve to help those around them. Lately, the reserve has become smaller and smaller for all of us. Life has become more complicated and thus the demands on librarians have only increased. Emily discussed various methods for helping to make sure you are maintaining the same level of performance, but also taking care of you. This involved discussing routines and their importance in our daily lives as well as talking about organization at home and work.

- **What two things are you taking away that you heard or do you think are most important?**
  - ☐ Do not get down on yourself if you are not able to attain goals as quickly as you want to.
  - ☐ A lot of people are dealing with the same struggles that I am and not everyone has it all together.
  - ☐ We went through an activity where we set up what our current morning routine looks like and then set up what we would like it to look like and the steps you can take to get there in a fashion that doesn't make you feel like you failed.
- **Were there any key websites the presenter shared or resources that people should check out?**

No websites, but various books referenced for ways to set goals for yourself in different aspects of your life i.e., home, work.
- **What was the audience reaction to this session? What kinds of feedback was given?** It was very interactive - lots of good conversations.

**2. What did you enjoy most about the conference?**

I really enjoyed the sessions I attended - it was hard to pick which session I wanted to report on, - I chose this one because it was the one, I thought about skipping and I was so glad I didn't.

This was my first time not taking the bus to a conference and I realized that I missed that interaction that I had when I was going to and coming back - so luckily I also was able to talk with various library staff that I don't get to talk with that often.

## **2023 WAPL Conference WVLS Staff Reports**

**Name:** Katie Zimmermann

### **1. What was the title of a session you attended?**

Framework of our Future: Building a Strategic Plan Step by Step presented by Brittany Larson, Director of the Muskego Public Library

- **What two things are you taking away that you heard or do you think are most important?**

In the absence of a strategic plan, a library mission statement and annual goals can suffice, however a strategic plan will give you data to allocate funds, time, space and other resources in the best possible way. Don't let someone else write about your future. Strategic planning is about looking ahead and planning so that we aren't surprised.

Be wise about building your planning team. Consider what stakeholders have authority, who needs advance notice, and who you most need to have buy-in during the planning process. It is not necessary for the entire staff or entire board to be on the planning team. Consider who among those groups are your champions.

Strategic planning takes time, consider your stakeholders' availability as some may be most available at certain times of year. Strategic planning can take a considerable amount of time. It's okay to extend your current strategic plan temporarily if there is not sufficient time or funds to devote to a strategic plan.

When gathering data via surveys, focus groups, feedback boards, stakeholder interviews, keep the questions/data gathered consistent to be able to compare responses.

- **Were there any key websites the presenter shared or things people should check out to learn more about this topic?**

Slides are available from the presenter upon request. She has also offered to share sample focus group and survey questions.

- **What was the audience reaction to this session? What kinds of feedback was given?**

There was very little time for questions after the session due to technical difficulties at the start. It was a good overview of the strategic planning process.

### **2. What did you enjoy most about the conference?**

The opportunity to be at a conference and connect with colleagues in person again! It is energizing to be surrounded by public library professionals and learn from their experiences and areas of expertise. Tomas Lipinski's presentation about Legal Foundations of Patron Involvement in Collection Building and Maintenance was also fantastic.