



GDAŃSK UNIVERSITY OF TECHNOLOGY LIBRARY

Erasmus+ International Staff Training Week / 6-10.09.2021



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Acknowledgements

I would like to thank the Director of the Gdańsk University of Technology Dr. Anna Wałek for encouraging the implementation of Erasmus+ projects in our library.

I would also like to thank my colleague Magdalena Stankevič for her help in preparing this presentation, part of which is based on an unpublished article: " Managing change through team building in the context of organizing Erasmus+ mobility projects at Gdańsk Tech Library" (authors: U.Szybowska, M. Stankevič; the article ultimately is to be published in academic journal: "Zarządzanie Biblioteką" (" Library management ") 2021.

Finally, I would like to thank all other colleagues who assist in carrying out Erasmus+ projects in our library.



VMOSA as a tool to manage change in an academic library - Erasmus+ mobility projects at the Gdańsk University of Technology Library 2017-2019

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Section: Circulation services





Managing change - where to start?



Photo: K. Chernaya from Pexels

Change? But why?

- Why did we need a change?

Taking advantages of Erasmus programme gives an institution not only prestige but also allows the staff to truly develop their skills and potential.



Step one

How to start?



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- Take responsible and active approach towards managing change



Step two

If you want to change anything,
change...

... something

- What - How - When or in other words...
... choose the right strategy!



Photo: Karolina Grabowska from Pexels



Step three

Choose the strategy that best suits you

- At Gdańsk Tech Library we adopted & implemented the strategy according to the process of VMOSA (Vision, Mission, Objectives, Strategies, and Action Plans)
- **why VMOSA?**
- **clear & simple strategic planning process**

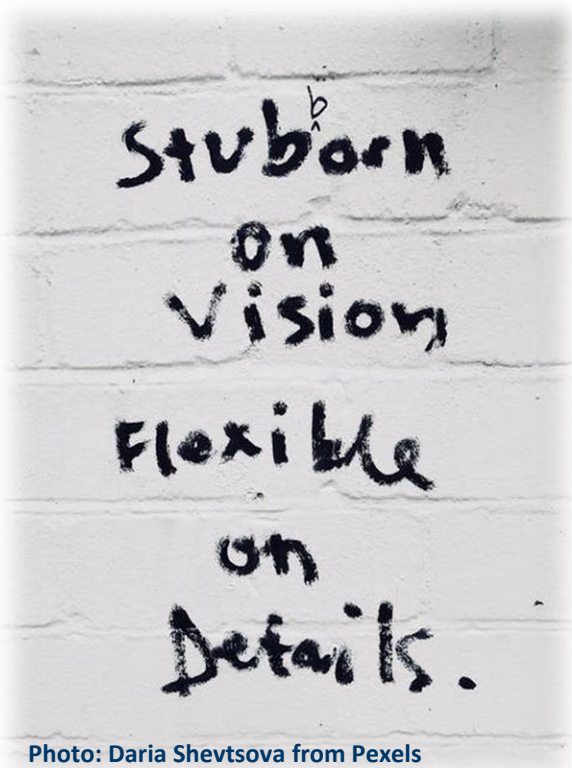


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VMOSA

What, Why, How and When



- **Vision** (The Dream)
- **Mission** (The What and Why)
- **Objectives** (How much of What will be accomplished by When)
- **Strategies** (The How)
- **Action plans** (What change will happen; Who will do What by When to make it happen)

Photo: Daria Shevtsova from Pexels



Erasmus Training opportunities

What opportunities do we offer?

- [Erasmus+ Mobility Projects abroad](#)
- [Erasmus+ Mobility Projects at Gdańsk Tech Library](#)
- [Erasmus+ Summer Internship at Gdańsk Tech Library](#)



Photo: Andres Ayrton from Pexels

Detailed plan

<p>VISION</p>	<p>Improving the participation in Erasmus+ programme among the Gdańsk Tech Library staff</p>
<p>MISSION</p>	<p>to enable professional development and quality improvement of international collaboration in the scope of Erasmus+ programme at Gdańsk Tech Library</p>
<p>OBJECTIVES</p>	<p>by December 2019, to increase by at least 20% Gdańsk Tech Library staff's participation in Erasmus+ programme</p>
<p>STRATEGY</p>	<ul style="list-style-type: none"> ➤ Enhancing participation of Gdańsk Tech librarians in Erasmussus+ Staff Training Weeks abroad ➤ Organizing Erasmus+ Staff Training Weeks at Gdańsk Tech Library (one five-day training a year) ➤ Organizing summer internship for international library science students
<p>ACTION</p>	<p style="text-align: center;"><u>ACTION STEPS:</u></p> <ul style="list-style-type: none"> ➤ Building effective International Cooperation Team to increase the quality of Gdańsk Tech Library's services in the scope of library staff mobility and professional training within the Erasmus+ programme ➤ Gdańsk Tech Librarians will take part in Erasmus+ Staff Training Weeks organized by international academic libraries; every prospective participant will have the opportunity to take part in Erasmus+ Staff Training Week at least once a year after obtaining the consent of the Gdańsk Tech Library Director ➤ Gdańsk Tech Library will organize Erasmus+ Staff Training Weeks at least once a year ➤ Gdańsk Tech Library will organize Summer Internship for international library and information sciences students. <p style="text-align: center;"><u>PERSONS RESPONSIBLE:</u></p> <p>International Cooperation Team at Gdańsk Tech Library – coordinator and members</p> <p style="text-align: center;"><u>FREQUENCY:</u></p> <p>Once a year or according to the needs</p> <p style="text-align: center;"><u>RESUORCES REQUIRED AND SUPPORT:</u></p> <ul style="list-style-type: none"> ➤ Every volunteer can use “ERASMUS+ in Gdańsk Tech Library. Guide step-by-step” (Polish: Erasmus+ w Bibliotece Politechniki Gdańskiej. Poradnik krok-po-kroku”) prepared by IC Team coordinator; ➤ IC Team support every volunteer helping with the choice of destination and making official contact with the libraries organizing Erasmus+ STWs. <p style="text-align: center;"><u>COLLABORATORS:</u></p> <p>IC Team collaborated with other Gdańsk Tech librarians and with International Affairs Office at Gdańsk Tech</p> <p style="text-align: center;"><u>SUPERVISION</u></p> <p>Director of Dr Anna Walek, Director of the Gdańsk Tech Library</p>



Which came first — the chicken or the egg?





VMOSA or bulding an effective team?

Which goes first?

- It depends on individual preferences and needs
- already created team can choose the strategy to tackle change or
- a leader/director/manager/team may choose the suitable strategy as well – creating a team may be one of the strategy plan's actions



Photo: John Diez from Pexels



Assets of an effective team?

What are the benefits of a team?

- Support
- Exchange of knowledge, skills, experience
- Peer learning



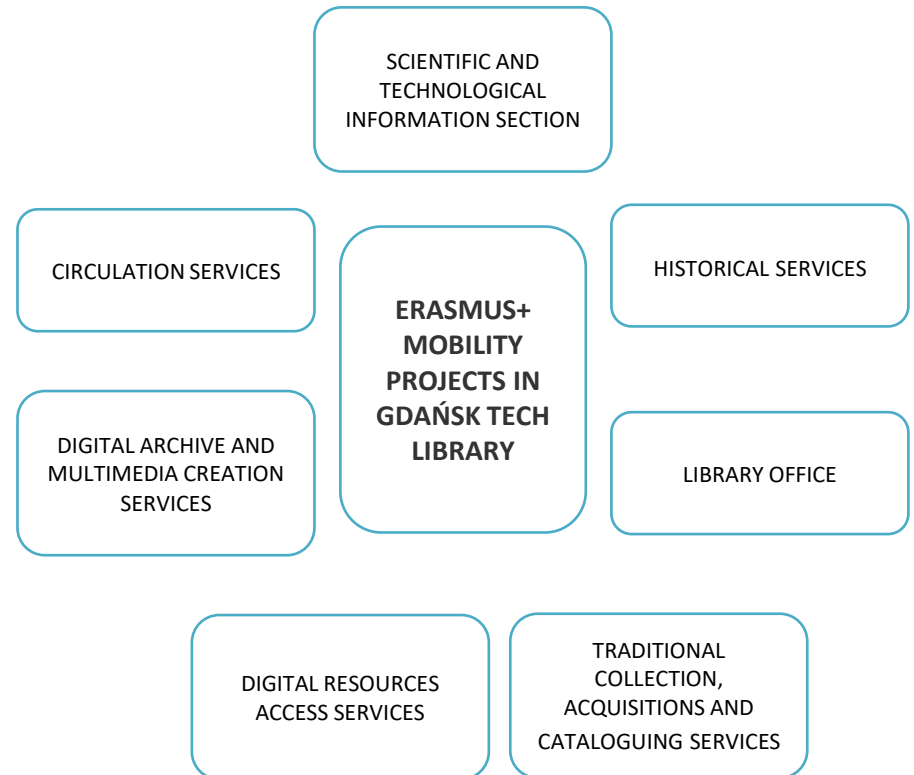
Photo: Andres Ayrton from Pexels



Team Workload Management



Photo: Cottonbro from Pexels





The real value of Erasmus training opportunities?

The real value?

The real value of the training activities lies in direct participation, in meetings in person, in observing and talking to real people, seeing another campus, location, and city.

Adaptability does not mean blind subordination and automatic response but rather creative response to changing circumstances, ideas, or trends.

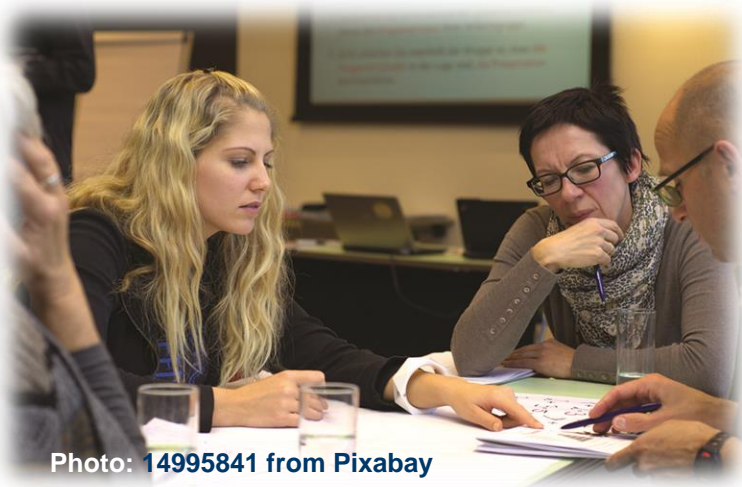


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Unfasten your seatbelts, we have reached our destination – conclusion!

Adaptability, agility and resilience?

Erasmus staff training opportunities (Erasmus+ Mobility Projects abroad; Erasmus+ Mobility Projects at Gdańsk Tech Library; Erasmus+ Summer Internship at Gdańsk Tech Library)

→ are good examples of activities promoting academic librarians as role models of adaptability, agility and resilience in the context of professional competences as well as in a broader sense.

→ choosing VMOSA – clear & simple strategic planning process allowed us to increase the number of Erasmus programme participants and create opportunities for their professional and personal development.



Photo: Mikael Blomkvist from Pexels



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Thank you!



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**HISTORY IS WISDOM
FUTURE IS CHALLENGE**