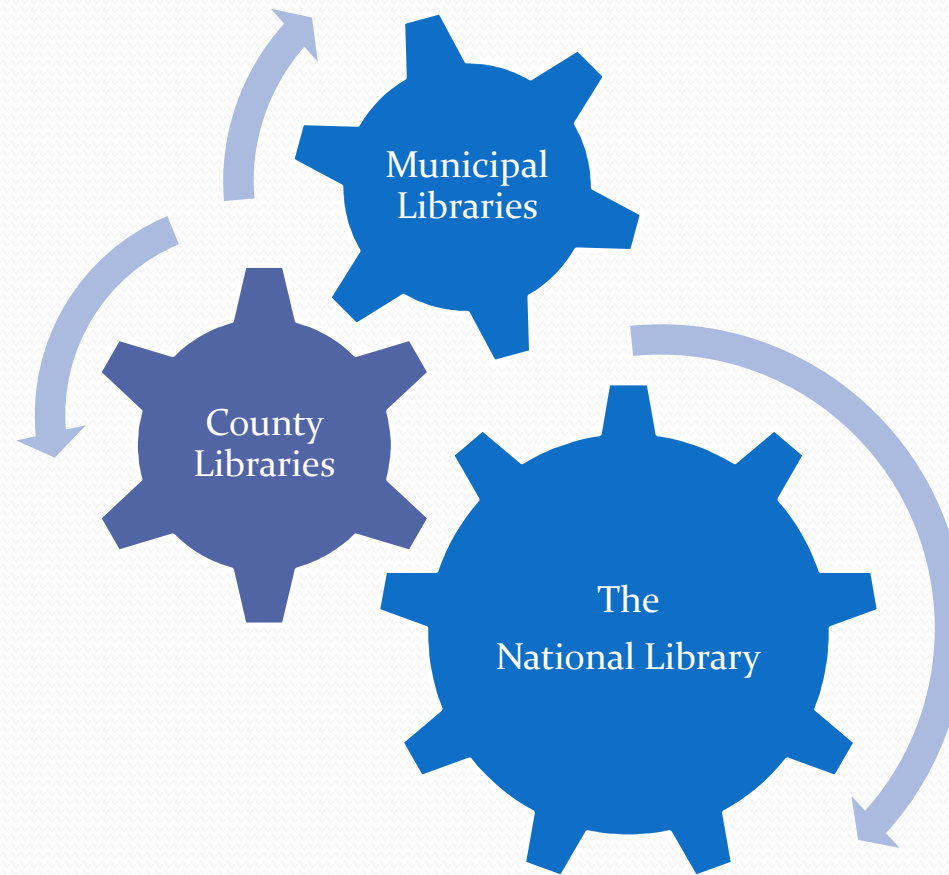




TASKS, PRIORITIES AND
CHALLENGES
IN
DEVELOPING AND IMPLEMENTING
A STRATEGY

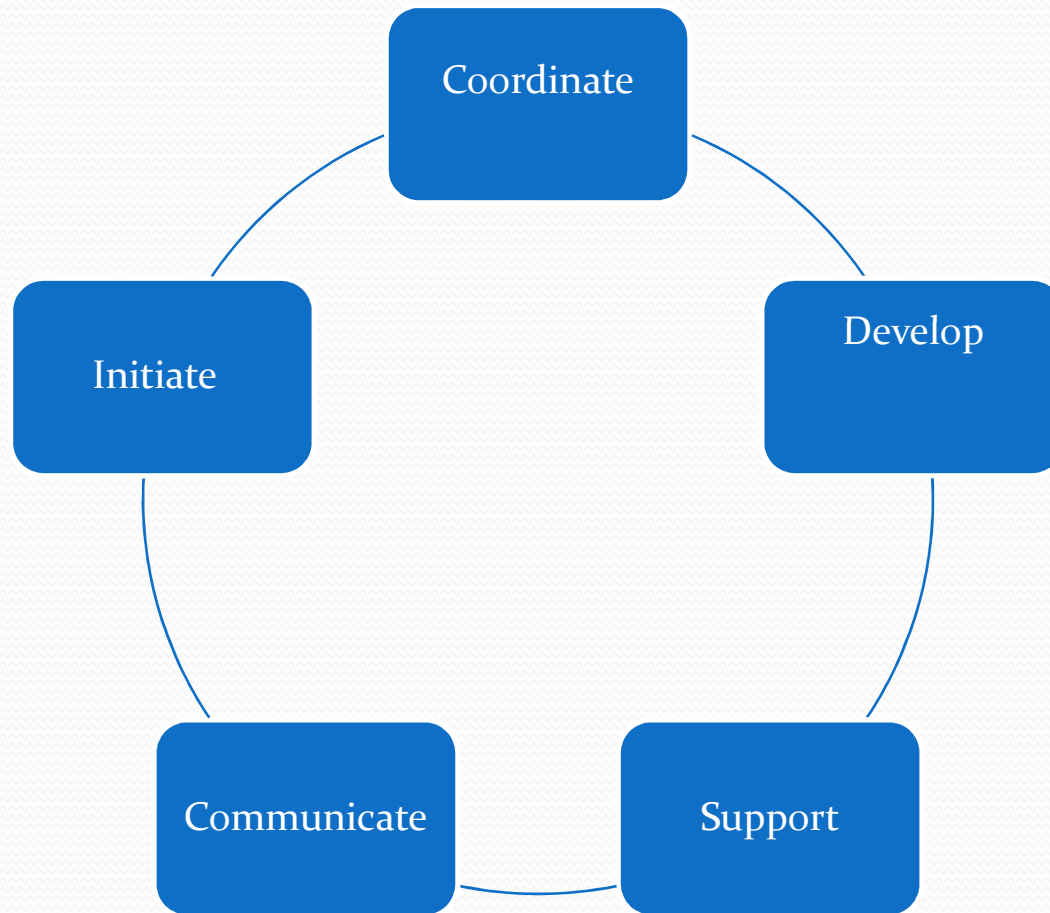
Our Library Landscape



Norwegian County Libraries



Our tasks



Competancebuilding

Develop
ourselves

Develop the
local libraries



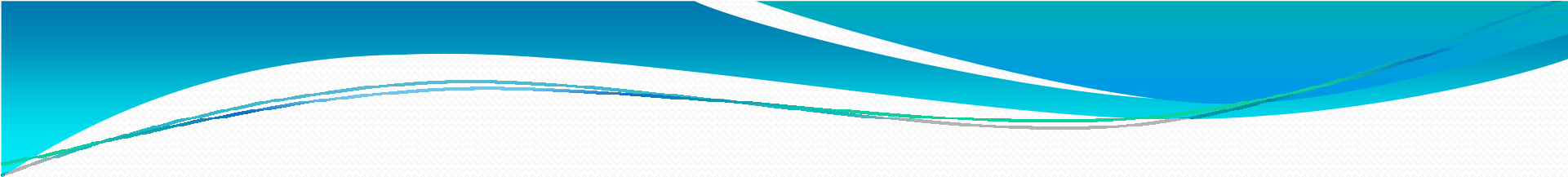
Challenges

- Competence mapping
- User surveys
- Statistics
- Simple projects



Experience of change processes – some criterias of success

- Explain the need for restructuring
- Political basis strengthens the legitimacy
- Make project plans
- Involve multiple levels of your organization
- Keep milestones and progress and take decisions when they are scheduled
- Information, information, information

- 
- Show visible leadership
 - Be patient and stay focused
 - What feels close to us is most important to all of us!
 - Resistance must be given time and place
 - Well-being of the working environment must not be kept down in times of change

Expectations?

Acceptance

Recognition

Collaboration

Funding