



# **L2L : Librarians Learning to Support Learners Learning**

## **The Value of *Professional Development***

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## LEARNING & DEVELOPMENT : *Benefits*

Evidence shows that a lack of training and development opportunities were a determining factor in employee decisions to **join** (Edgar & Geare, 2005) and **leave** an employer (Boxall et al., 2003)

### *HUMAN CAPITAL – Competitive Advantage*

Learning and Development opportunities **Attract**, **Retain**, and **Enhance** talent – **DIT People Strategy**



# People Strategy & DIT Strategic Plan

**ATTRACT**

**DEVELOP**

**RETAIN**

**WORK  
ENVIRON. :  
WELL-  
BEING**

## **Strategic Theme No.5 : Great People in an Innovative Workplace**

A modern workplace, that recognises ‘people’ as its key asset and provides the ethos and systems to nurture and support colleagues.



# DIT STAFF DEVELOPMENT

## *Providing learning & development for ;*

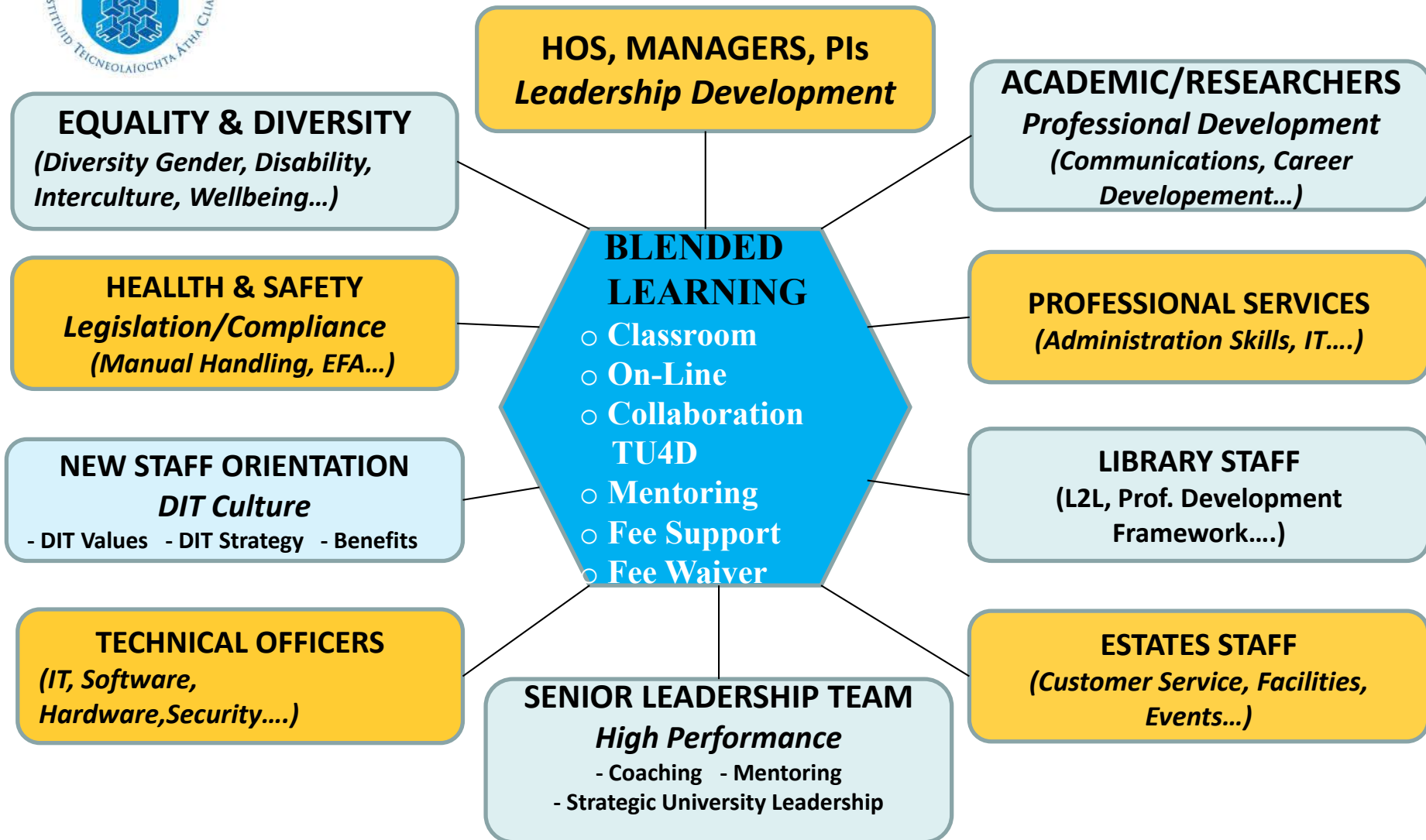
- 2400 members of staff
- across 4 Colleges & 6 Directorates
- *to develop the skills, knowledge and behaviours required by ;-*
  - *individuals to do their jobs now;*
  - *to enhance their career progression;*
  - *to meet team and school/departmental needs;*
  - *To reflect sectoral good practice – Prof. Dev. Framework*
  - *to deliver the Institute’s strategic goals.*

*‘Your talents and abilities will determine our growth’*

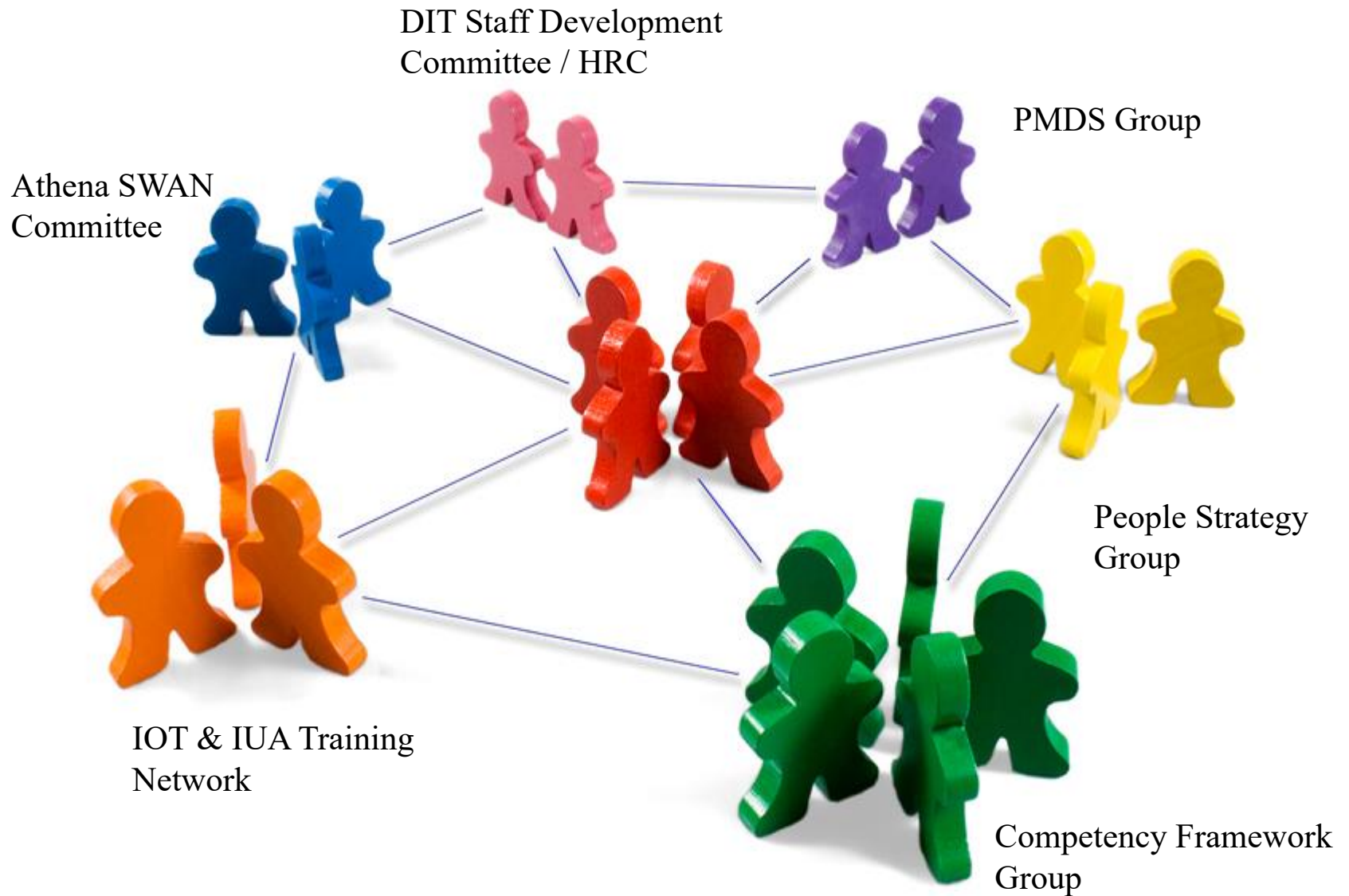
- *The Value of CPD : Individuals – Strategy Delivery*



# DIT Competency Frameworks



# Collaborating & Engaging with Colleagues





**HOS, MANAGERS, PIs**  
*Leadership Development*

**BLENDED  
LEARNING**

- **Classroom**
- On-Line
- **Mentoring**
- Collaboration
- TU4D
- Fee Support
- Fee Waiver





# DIT *HOS Competency Framework*

**Creating a Vision and Positioning the School for the Future**

**Developing Partnerships & Programmes**

**Embracing the Need for & Managing Change**

**Managing School Structures & Systems**

**Managing Resources & Finances**

**Quality & Standard Setting**

**Dynamic Leadership**

**Managing People**

**Relationship Building, Networking & Collaboration**

**Influential Communication**

**Passion  
Commitment  
Resilience**

**Resourcefulness  
&  
Initiative**

**Critical  
Evaluation &  
Decision  
Making**



**LIBRARY STAFF**  
(L2L, Prof. Development  
Framework....)

**BLENDED  
LEARNING**

- Classroom
- On-Line
- Mentoring
- Collaboration
- TU4D**
- Fee Support
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# *Questions*

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