LIBRARIES TRANSFORMING COMMUNITIES: FUTURE SEARCH

Speakers:
Sandra Janoff, Ph.D., Director, Future Search Network
Courtney Breese, Managing Director, National Coalition for Dialogue & Deliberation
Gerry Gorelick, Founding Member, Future Search Network

BECAUSE OUR DIVIDED NATION NEEDS CONVERSATION MORE THAN EVER.
Introduction to Dialogue & Deliberation for Public Libraries Serving Small, Mid-sized and/or Rural Communities
February 28, 2018

Future Search
April 25, 2018

Conversation Café
May 23, 2018

Libraries Transforming Communities: Dialogue & Deliberation for Small, Mid-sized and/or Rural Libraries
June 22, 2018
TODAY’S PRESENTERS

Sandra Janoff, Ph.D.
Director
Future Search Network

Courtney Breese
Managing Director
National Coalition for Dialogue & Deliberation

Gerry Gorelick
Founding Member
Future Search Network

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WHAT EXACTLY IS FUTURE SEARCH?
A non-traditional way of doing strategic planning that brings diverse stakeholders together in a meeting where there is a great deal of dialogue and learning and the discovery of a shared vision, action agenda, and commitment to implementation.
A theory, philosophy, and practice of facilitation.
A way to make the world a more just and livable place, one meeting at a time.
TRANSFORMING COMMUNITIES

http://futuresearch.net
TODAY’S AGENDA

• Sectors and Issues
• Evolution of Organizational & Community Change
• Future Search Principles
• Future Search Methodology
• Library Context
• Shared vision for sustainable organization.
• Integrated services for a fragmented library system.
• City-wide affordable housing plan.
• Addressing hunger in children.
• Creating safety in schools.
• Ending homelessness.
• Partnerships among agencies and community.

www.futuresearch.net/sectors/
“Considering how much time and resources we spend in meetings, it should shock us that we don’t get more important work done.

Meetings are where we confront and resolve the problems and issues that society faces.

If we cannot transform our ability to act in meetings, how can we expect transformation in society.”

-Rolf Carriere, UNICEF Regional Director
FUTURE SEARCH AROUND THE WORLD

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FUTURE SEARCH AROUND THE WORLD
How did people think about systems change when you first started working in your library system?
LEARNING CURVE

1900

EXPERTS
SOLVE
PROBLEMS

1950

“EVERYBODY”
SOLVES
PROBLEMS

1965

EXPERTS
IMPROVE
WHOLE
SYSTEMS

2001+

“EVERYBODY”
IMPROVES
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LEARNING CURVE

1900

1930

"EVERYBODY" SOLVES PROBLEMS

EXPERTS SOLVE PROBLEMS

1965

2001+

"EVERYBODY" IMPROVES WHOLE SYSTEMS

EXPERTS IMPROVE WHOLE SYSTEMS

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What Does It Mean to Get -
Everybody Improving the Whole System?
LEARNING CURVE

1900

"EVERYBODY" SOLVES PROBLEMS

A B C

1 2 3

1950

EXPERTS SOLVE PROBLEMS

2001

"EVERYBODY" IMPROVES WHOLE SYSTEMS

EXPERTS IMPROVE WHOLE SYSTEMS

1965

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FUTURE SEARCH FOR THE CHILDREN OF SOUTHERN SUDAN
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STAKEHOLDERS

• Teachers
• Expatriate business people
• Health care workers
• Chiefs
• Women from the villages
• Social service agency staff
• Funders
• Children
FUTURE SEARCH FOR THE CHILDREN OF SOUTHERN SUDAN
FUTURE SEARCH PRINCIPLES

• Getting the “Whole System in the Room”
  – Authority
  – Resources
  – Expertise
  – Information
  – Need
• Getting the “Whole System in the Room”

• Exploring the Whole “Elephant” before Acting on a Part
FUTURE SEARCH PRINCIPLES

- Getting the “Whole System in the Room”
- Exploring the whole “Elephant” before Acting on a Part
- Focus on the Future and Common Ground
• Getting the “Whole System in the Room”
• Exploring the whole “Elephant” before Acting on a Part
• Focus on the Future and Common Ground
• People Self-Manage and take Responsibility for Action
FUTURE SEARCH METHODOLOGY

Day 1: Focus on the Past
      Focus on the Present - External Trends

Day 2: Focus on the Present –
      Responses to External Trends
      “Prouds” and “Sorries”
      Focus on the Future – Ideal Future Scenario
      Discover Common Ground

Day 3: Confirm Common Ground
      Action Planning

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LIBRARY CONTEXT
• Serving 25,000 students, 4,500 faculty, plus staff and community members.

• Four physical locations. Includes Med School, Health Sciences, and Law School libraries.

• 1.5 million items downloaded; 170,000 physical items borrowed.

• 12,000 learners attended 500+ instructional sessions conducted by the Libraries.

• New University President and new Dean of Libraries arrive 2010.
Help establish library vision and direction, in service to the University’s overall vision and direction by:

• Involving key stakeholder groups.

• Discovering their common ground for a mutually desired future.

• Identifying first steps that they have energy to engage in, to help bring that preferred future into reality.
STAKEHOLDERS

- Faculty
- Library Staff & Information Specialists
- Students
- Student Life Professionals
- Academic Support
- Administration
  - Academic
  - Non-Academic
- External Friends of Drexel University Libraries

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OUTCOMES

• Expanded presence of University Libraries.
• Influenced University’s 5-year strategic plan.
• Built new relationships and new programs across disciplines.
• Produced libraries’ 5-year strategic plan.
• “Accomplished more, in less time, than any traditional strategic plan would have.”
Transforming a system means you have to start by doing something you’ve never done before.
QUESTIONS AND DISCUSSION
Contact: fsn@futuresearch.net with questions

Read: Future Search, 3rd edition, (Berrett-Koehler, 2010)

Explore: www.futuresearch.net for videos, additional reading, sector case studies
INSTRUCTIONS

1. Visit www.credly.com
2. Create an account or login
3. Click on “Claim Credit”
4. Enter “LTCsmr2” to claim badge
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ONLINE LEARNING SERIES 3:
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New Orleans ALA ANNUAL
CONFERENCE & EXHIBITION
JUNE 21–26, 2018
ALA/American Library Association
LIBRARIES TRANSFORMING COMMUNITIES
MODELS FOR CHANGE

conversationscafe.org
THANK YOU!

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