Mitigating Risks
One Small Step at a Time
Finding Manageable Ways to Help
Cataloging Staff Prepare for the Changes to Come

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Melissa Moll (melissa-moll@uiowa.edu)
The University of Iowa

What are the risks for your community?

Where would you plot your community’s risks?

HIGH consequences

LOW probability in the near future

HIGH probability in the near future

LOW consequences
<table>
<thead>
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<th>My community’s risks</th>
<th>Probability (near future)</th>
<th>Consequences</th>
<th>Mitigation via Training Steps</th>
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Incorporating training steps as an expectation

- **As a professional expectation** — *IFLA Guidelines for Continuing Professional Development*
- **As a competency expectation** — core competencies developed by ALA, ALCTS, WebJunction
- **As a departmental expectation** — embed in departmental plans
- **As a job expectation** — include in work plans, monthly activity reports, at the point of hire
- **As a supervisor expectation** — consider as part of regular check-ins and yearly reviews
- **As a migration expectation** — build into migration plans

Mitigation strategies

- **Tricks to keep working out/training** — schedule it, start small, do shorter workouts, commit for a specified length, make it a ritual
- **Leverage the power of a team** — learning teams, training partners, identify expertise, round-robin training, drop-in training, celebrate the wins

Enabling multi-directional training communication

- **Cataloging Tip of the Day** — via paper, blog, email, idea submission form
- **Build in communication and assessment pathways** — training topic suggestions (pencil and paper, online form), crowdsource the training agenda, training pulse surveys

Selected Resources


