

## **M25 Consortium of Academic Libraries**

### **Strategy 2019-2022: Connecting Libraries, Developing Staff**

#### **Introduction**

The Strategy 2019-2022 sets out the direction of the Consortium for the next 3 years, working for the benefit of its members as a major regional UK Consortium which reflects their diversity; helping to create connections across both higher education and scholarly libraries. There is a particular emphasis on supporting the development of library staff throughout their careers to ensure successful services both now and in the future.

The Strategy has been prepared by the Consortium's Steering Group and is presented to the 2019 AGM for consideration and approval. It will be implemented through a series of annual action plans.

#### **Themes and enablers**

The Consortium's Mission and Strategy are encapsulated in three key strategic themes and three enabling strands, which will encompass the Consortium's activities between 2019 and 2022.

The strategic themes are:

- Inspiring and developing our staff
- Connecting and collaborating through our network
- Celebrating diversity through our collections and services

The enabling strands are:

- Effective communication
- Sustainable infrastructure
- Co-creation

#### **Mission**

*Supporting our members' staff at all stages of their career:* by connecting people, providing development opportunities, and forming communities of practice to address shared issues which will enhance services to library users.

## **Strategic themes**

### *Inspiring and developing our staff*

Our aim is to provide a range of opportunities to enable members to maximise staff potential by:

- Delivering a professional development programme which is responsive to the needs of library staff throughout their careers and anticipates the future challenges facing our members
- Providing opportunities for staff to gain experience through participation in task groups which address common areas of interest, shadowing schemes, opportunities to present at events etc.

### *Connecting and collaborating through our network*

Our aim is to provide a regional network whose members offer multiple perspectives which can inform decision making and facilitate opportunities for networking and joint working on shared issues by:

- Facilitating formal and informal opportunities for information sharing, benchmarking and exchanging experiences
- Developing innovative and collaborative solutions to shared issues and producing useful resources such as toolkits
- Exploring the possibility of delivering new shared services of benefit to our members

### *Celebrating diversity through our collections and services*

Our aim is to ensure that the Consortium reflects the richness and diversity of our membership and the communities they serve by:

- Highlighting best practice in making resources and services accessible to our users
- Developing resources to promote inclusivity and increase engagement, particularly from under-represented user groups
- Showcasing the range of services, skills and collections within the Consortium and making best use of these strengths to develop common solutions to shared challenges

## **Enabling Strands**

### *Effective communication*

To engage with members and raise awareness of benefits by using effective and appropriate communication

- Reviewing communication tools such as the website, mailing lists and social media, and developing a marketing plan
- Considering the effectiveness of current feedback mechanisms and exploring additional options including peer-communication

### *Sustainable infrastructure*

To ensure the Consortium is well managed on behalf of its members

- Ensuring the Steering Group provides accountable and efficient leadership for the Consortium and meets the requirements of good governance (audit, financial and statutory)
- Managing support and administration through an efficient, effective and engaged support team

### *Co-creation*

To bring together expertise across the Consortium to address common issues and develop shared services for mutual benefit

- Delivering a series of informative developmental events for all staff
- Convening a series of working groups to work on specific challenges
- Providing a range of formal and informal networking opportunities

## **Implementation and monitoring**

The Steering Group will publish an annual action plan after the next meeting following the AGM. The Steering Group will monitor progress against agreed activities and formally report back to the membership via the Annual Report and AGM.

Items for the 2019-2020 Action Plan are likely to include:

1. Creation of task and finish groups to establish best practice and provide tool kits in one or more of the following areas:
  - Diversity
  - Accessibility
  - Wellbeing for staff and library users
  - Marketing
  - Online services
2. Facilitation of activities to encourage information sharing which could include:
  - Library staff at different stages of their careers
  - Staff providing complementary or inter-dependent services, such as academic writing or wellbeing, etc.
3. Exploration of areas where shared approaches to an issue might be useful, such as shared collection management for scholarly libraries
4. Briefing events for Directors/Associate Directors
5. Ongoing delivery and development of the cpd25 programme