



German-Dutch dialogue on the future of libraries

Library staff: It's all about talent

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Suppose you could choose your colleagues yourself...

I believe that people in libraries are competent and passionate about the cause.



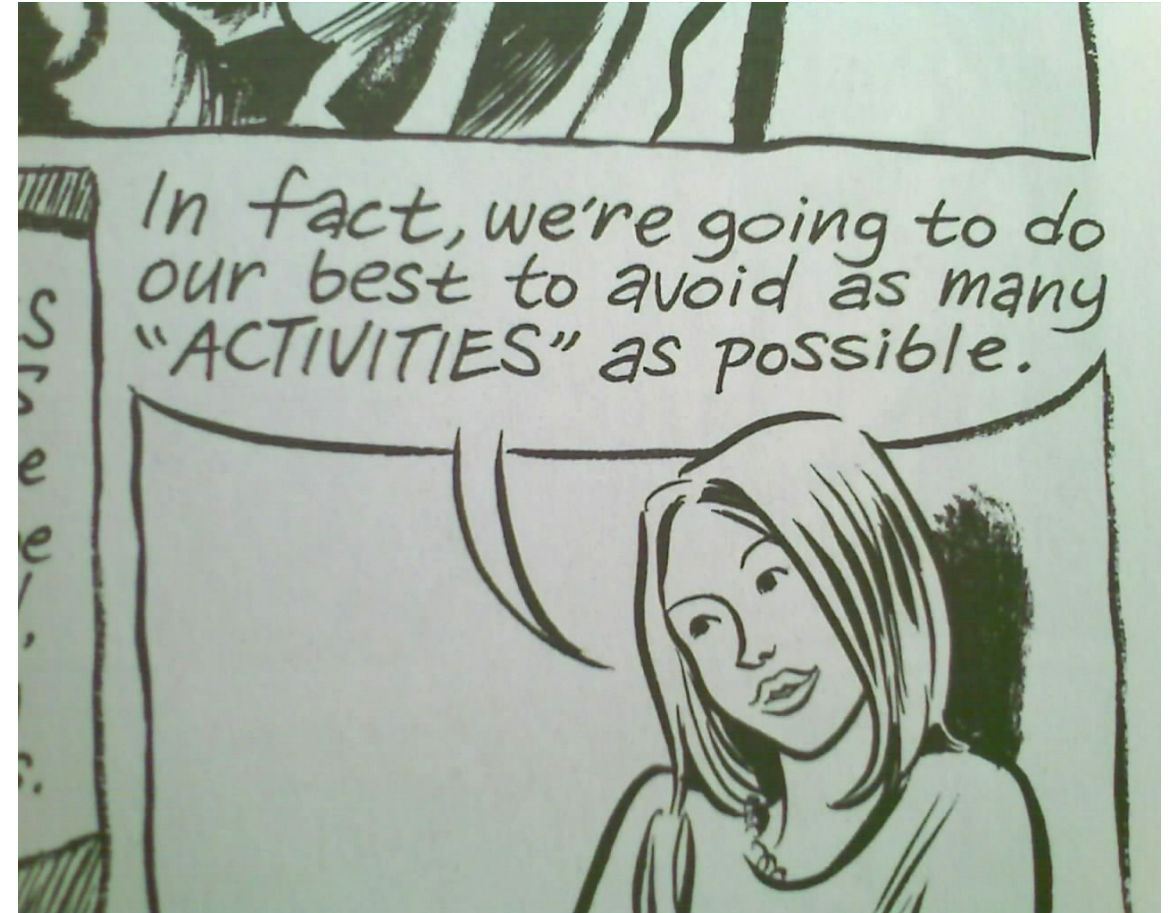
The next 15 minutes:

1. About talent
2. Recruiting talent
3. Developing talent
4. Letting people go



In my opinion, (Library) staff
development is about talent...

(rather than tasks and
competences)



Recruiting talent:

Cut to the chase:

What is it you really (really!)
need?



Developing talent:

Job crafting

Note: Costs of underperformance are much higher than the costs of training, courses, conferences etc.



Letting talent go

Do people dare to say to you that they want to leave?

Do you dare to say to people that it is time to move on?

If there is no benefit for both in going on, then it is time to do so



Some
final
remarks
...



