

Google Amendment: achieving new ways of working within traditional constraints

Carolyn McDonald

Associate Director, Information Services, Scholarly Information and Research

Julie Toohey

Academic Services Librarian, Information Services, Scholarly Information and Research

“Mr. Powell raised an eyebrow. 'I'm a librarian,' he said. 'I always know what I'm talking about.’”

*Gary D. Schmidt,
Okay for Now*



Embedding innovation

Once upon a time.....



Embedding innovation

A tale of

Challenge

Roadblock

Opportunity

Journey

A Moral

A Teaser

The Challenge

*Another element deriving from this model includes the concept of adding a Google-like amendment to existing position descriptions. This addition allows flexibility for staff to participate and contribute to project teams as a small percentage of their current role. Just as Google encourages engineers to work on any company related projects they choose for up to 20 per cent of their time, we want to encourage staff to **seek activities that interest and excite them** and also support **building their skills** (Mediratta, 2007). The goal is to make it easy for staff to volunteer and for managers to endorse participation in projects and experiments. (Sparks, et al., 2013)*



The Challenge

All staff are encouraged to spend between 5-20% of their time or as negotiated working on creative projects which may require them to work cross functionally with other internal teams to leverage resources most effectively to have substantial impact.

The Roadblock



The Opportunity

Right person

Right time

Right trigger

If I can create innovation ...

“If some woman tells me how she feels about something, my immediate assumption is that she wants an answer, or that she wants me to solve her problem. In fact, all she wants to do is share, or show how she feels.”

Fred Ward

If I can create innovation ...

“To assume is to presume.”

Jude Morgan, Indiscretion

But what if I can't?

Challenges

Solutions



Mobile Library Services Group



Nadia Davis
*Library and IT
Help Desk*



Sue Hickson
L&T Manager



Tara Anderson
Marketing/Coms

Mobile Library Services Group

- **QR Codes**
- **SMS Technology services**
- **iCop (Innovation Community of Practice)**
- **Development of a Mobile Library Services Strategy**
- **Augmented Reality Project Submission**

If I can, anyone can

Free

Added value

Satisfaction

The Learning



• <http://www.flickr.com/photos/mbk/4007466261/>

The Moral



- <http://www.flickr.com/photos/ejpphoto/7886836070/>

The Teaser

*Are your PDs
holding your staff,
and therefore your
organisation
back?*



<http://creativecommons.org/licenses/by/4.0/>



Attribution 4.0 International

• <http://www.flickr.com/photos/incognito2020/4974258736/>