

NoWAL Plan

2019-22

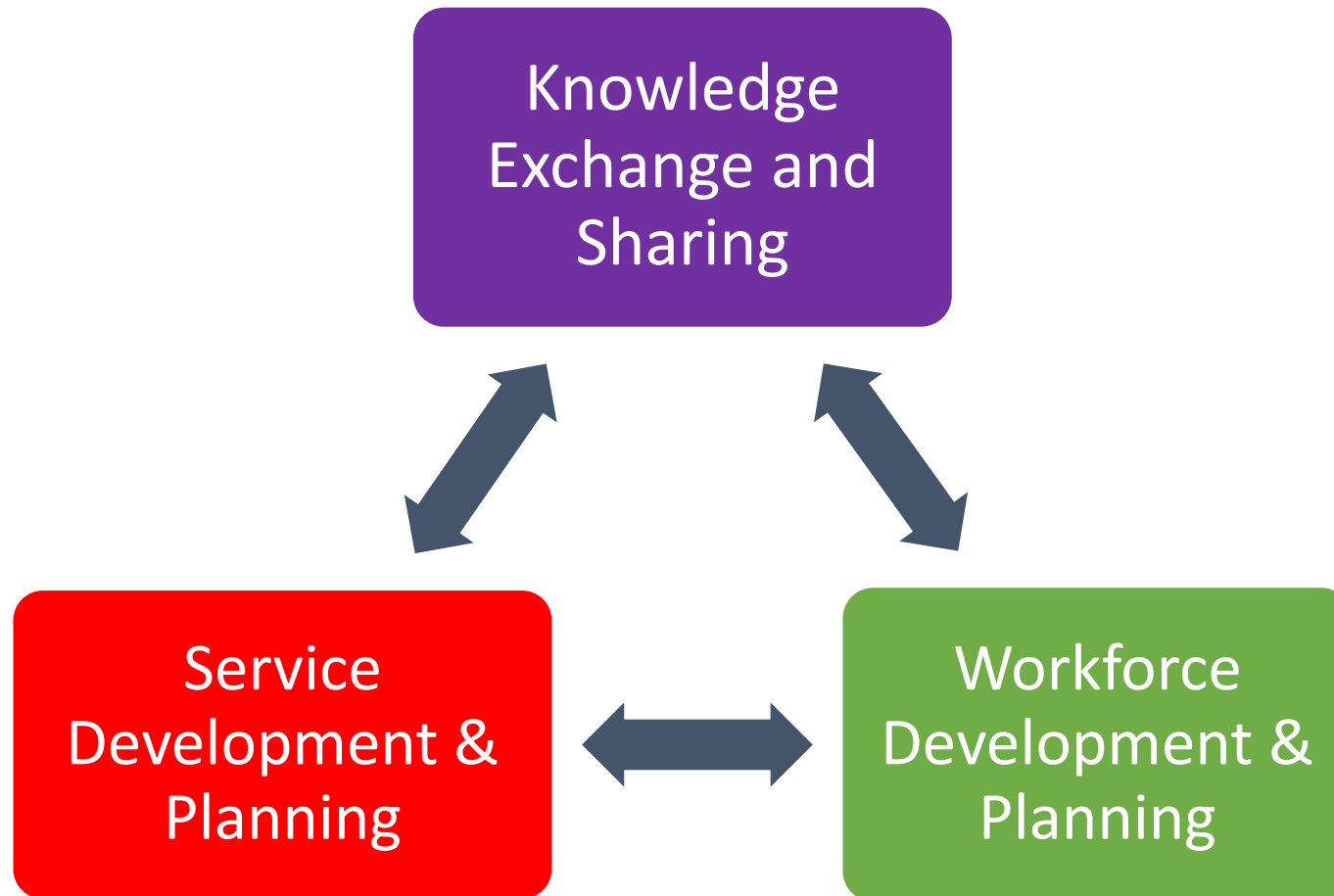
What is NoWAL?

A network of academic libraries based in the North West, and a subgroup of SCONUL - NoWAL benefits staff and students in member institutions by providing access to specialist skills and best practice. The group's geographical proximity enables the provision of outstanding staff development and training, knowledge exchange and sharing of experience and expertise.

NoWAL's Mission

- To inspire excellence in the learning, teaching and research services of member libraries, supporting their strategic aims
- To celebrate success through collaboration, innovation, influence and partnership

Three Strategic Themes



Strategic Theme 1

Knowledge Exchange & Sharing

Strategic Leads: Paul Everitt and Julia Martin

The focus of the theme is collaboration; gathering and curating knowledge and expertise across NoWAL; and sharing best practice through peer-to-peer engagement.

	Objective	Method / Outcome	Benefit
1.1	Collating useful information to identify other institutions with relevant experience and expertise	<ul style="list-style-type: none"> - Gather organisational structures - Create inventory/database of stages of development of functions such as LMS, reading lists etc - Create pilot expertise/experience database with SSG - Gather strategic plans from members to determine NoWAL's future direction 	<ul style="list-style-type: none"> - Institutions have access to resources to provide advice and support through service development / change - Sharing of expertise could lead to training / support (internal or external) on emerging areas
1.2	For the Board, annual theme(s) to be identified at the AGM / Board to explore at Board meetings and where appropriate provide expert events	<ul style="list-style-type: none"> - Identify themes and plan timescales - Identify how expert events fit into strategic requirements of the Board 	<ul style="list-style-type: none"> - Members are consulted with on future planning and use of NoWAL resources, ensuring planned events meet their requirements

Strategic Theme 2

Service Development & Planning

Strategic Lead: Susan Murray

The focus of the theme is horizon scanning to ensure that services prioritised for development meet student and institutional needs thereby improving service quality across the consortium; developing a culture of advancement, innovation and trend-setting.

	Objective	Method / Outcome	Benefit
2.1	Developing the role of Special Interest Groups so they are embedded in the work of NoWAL	<ul style="list-style-type: none"> - Draw information together to assist all members, eg NoWAL Research Group uses expertise on research-related matters -Where appropriate Board to request a group to research and share expertise on a specific topic or development - Reports provided in response to member needs 	<ul style="list-style-type: none"> - Members benefit from the sharing of knowledge and contacts outside of their own institution to discuss ideas and emerging trends with group members and the Board identifying themes
2.2	Developing the role of CoPs to explore services and how they can be enhanced / mutually beneficial	<ul style="list-style-type: none"> - Report back on activities, forward planning tasks and topics 	<ul style="list-style-type: none"> - Collaboration with other institutions and building skills and expertise among staff, benefits both NoWAL and individual institutions
2.3	Sharing how data can be used in service planning	<ul style="list-style-type: none"> - Look at KPIs / statistics / benchmarking - Explore requirements via needs analysis exercise to identify data currently collected, how it is used - Identify where data interpretation skills need to be developed - Possible task for SSG 	<ul style="list-style-type: none"> - Building on expertise and resources that can be shared across the members
2.4	Forward planning of future services – potential for shared service development	<ul style="list-style-type: none"> - Examine opportunities for development in response to policy drivers eg TEF - Actions driven by key topics year on year, determined at AGM 	<ul style="list-style-type: none"> - Projects undertaken allow for the sharing of resources and reduce duplication of effort across institutions with similar requirements

Strategic Theme 3

Workforce Development & Planning

Strategic Lead: Phil Cheeseman

The theme focuses on supporting members in succession planning and staffing for the future; creating a collaborative training and development programme to meet the evolving needs of members.

	Objective	Method / Outcome	Benefit
3.1	Developing a collaborative training & development programme and opportunities, providing a broad range of events aimed at all roles and levels	<ul style="list-style-type: none"> - Exploring how to reach new groups of staff, filling skills gaps, eg non-library roles, developments internally eg apprenticeships (and management of those staff), value added - Scoping ways a full programme could be achieved – by Task & Finish Group activities, training needs' analysis, part of approval process at AGM 	- Member institutions and their staff benefit from sharing knowledge, experiences and skills
3.2	Assisting the progression of current and future potential leaders and senior managers	<ul style="list-style-type: none"> - Encouraging and enabling the SSG in career progression and development eg in financial management - Bringing in appropriate expert speakers / contributions - Provide opportunities for Senior Staff Group members to be more involved in NoWAL e.g. Operations Group membership, lead Task & 	- Sharing of reciprocal knowledge and experience across NoWAL helps to maximise opportunities

		Finish Groups, undertake projects reporting to the Board	
3.3	Explore delivery methods of the programme	- Pilot different methods eg WebEx, Skype etc led by a Task & Finish Group	- Enables more staff, such as those with non-traditional work patterns, to attend training - Recordings of events can be made available to anyone at any time

The plan has been reviewed and updated building on the feedback from the NoWAL Board and Senior Staff Group. The overriding aim has been to ensure that the plan is achievable and in clearer language. To enable NoWAL activities to respond more quickly to the changing HE environment, there would be an annual review of the plan at the AGM where themes and tasks will be identified for the coming year.