

## NoWAL Senior Staff Group (SSG) – 9<sup>th</sup> October 2018

Results of discussions round the SSG Survey and the Group's future involvement in NoWAL Plans.

### Suggestions

- It is working having a rotating host for each meeting and the Group still don't feel it needs a formal Chair; it was felt that there was some personal development opportunities in hosting and chairing a meeting of the Group so each member having a turn was seen as positive
- Suggest a theme prior to the meeting to get people to speak / reflect on (though actually this is what we have done for the last couple of meetings!)
- Ask the person who hosted the meeting to attend the Board meeting to report back – this would also give people the opportunity to shadow the Board and therefore provide some development experience. It would be good if that person then reported back to the SSG at the next meeting
- An additional item on the SSG meeting agenda could be about forward planning – so what is coming up at your institution in the next 6 months, what the big plans are etc
- It would be useful to create a list of 'expertise / experience' – areas in which members of the Group have been involved in / led on - which could be held centrally and to which people could refer if embarking on new projects etc
- Each meeting to include a visit / tour of the host library / special collection etc that they feel would be useful to the Group
- Ensure the Board members are fully aware of the SSG and that new members of staff can be members – especially so that they can make use of the expertise document
- The SCUNL Mentoring Scheme was mentioned and it was suggested that a regional version may be complimentary
- It was suggested that the idea of staff exchanges could be a mini Task & Finish Project, looking at the possible barriers, such as IT implications, and the benefits to members
- Also could look at the idea of short term shadowing for different staff groups
- Could the Group meet 3 times a year instead of 2 to follow the pattern established by the Board meetings (February, June and October)

### Actions

- SM to discuss at the Board meeting to ensure members are aware of the Group for new members in their leadership team; also the idea of having a member of the SSG in attendance to feedback and as a development opportunity; holding the meetings 3 times a year rather than 2
- NF to create a Google doc (to sit on the Google Drive with other papers) of expertise / experience
- SM and NF to discuss a possible regional mentoring scheme with the Operations Group and how this might work

## NoWAL Plan 2016-2019

### Suggestions

- Produce a quarterly status update document to show what's been achieved over the past quarter (understanding what's been delivered, who's driving it, notification of changes, what

needs to be delivered, what needs to be changed etc) - this can then be shared with the Group as well as used to report at the Board meetings, enabling the SSG to see where they might be able to fit into the Plan and its overall achievement