Two X-ers tell how and why 2 heads can be better than 1

Perri-Lee Sandell    Susan Vickery
Managers, Liaison & Research Services (Sciences)
Where is everyone going?
Succession planning is key

- 27% of US librarians will retire between 2010-2020.
- The number of Graduate Librarians is stagnating worldwide.
- Median age of librarians in Australia is 48.
- Australia reports a skills shortage – it’s an employees market.

Generation Gaps: the intergenerational differences

- **Veterans** – 60yrs+ – Retiring – Job for life
- **Boomers** – 43-61 yrs old - Winding down/retiring?
  Largest group in the workforce – Approx 2-3 jobs in lifetime
- **Generation X** – 28-42 yrs old - Ready to lead now -
  Can develop and mentor Y – Approx 3 careers in lifetime
- **Generation Y** - <28 yrs old – The future of our profession – Up to 29 different employers in their lifetime
Workforce 2.0: ways to make it work

• Develop a brand strategy

• Develop corporate social responsibility and integrity

• Become a learning organisation

• Provide: clear career paths, personal and professional education, relevant training
Workforce 2.0: ways to make it work

• Focus on aptitude and ability not demonstrated skills

• Remunerate based on accountability and responsibility; reward

• Provide flexible working options

  e.g: working from home, in-house coffee shops, beanbag rooms
What size are you???

There is no perfect “one-size-fits-all”
<table>
<thead>
<tr>
<th>Barriers</th>
<th>Vs</th>
<th>Benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td>2 x Administration costs (Scheduling meetings)</td>
<td>OR</td>
<td>Investment for future</td>
</tr>
<tr>
<td>2 x Training costs</td>
<td>OR</td>
<td>Developed staff</td>
</tr>
<tr>
<td>Recruitment</td>
<td>OR</td>
<td>Equal Opportunities; Retain valued staff</td>
</tr>
<tr>
<td>Inconsistency; Repetition</td>
<td>OR</td>
<td>Improved communication</td>
</tr>
</tbody>
</table>
Barriers Vs Benefits

Supervising 2 people

OR 2 brains, different perspectives

“less commitment”

OR Happier staff; Greater retention of staff; Attractive flexible workplace

Duplication of workload/crossover

OR ↑ efficiency; Mentoring; Share knowledge; Quality control; Reduced absences
Saying ‘I do’ at work: making job share work

• 3 C’s: commitment, communication and consistency
• Share ALL information -100% trust
• Become self-aware – mentor each other
• Handover/overlap days/time
Flexibility is key
Your thoughts?

Perri-Lee Sandell
perrilee.sandell@library.mq.edu.au

Susan Vickery
susan.vickery@library.mq.edu.au

Macquarie University Library,
North Ryde, Sydney, Australia
+61 2 9850 4387