



# Changing the Way We Do Change: Fostering Change Skills in Our Professional Communities

Meghan Musolff, Director of Strategic Planning  
University of Michigan Library  
LOEX Fall Focus (November 2023)



**M** | LIBRARY

# We formed a team.

- ACTS = Adapt, Change, & Transform Support Team
- Established in September 2018, ACTS is a grassroots, cross-divisional group that advocates for an engaged, supportive culture of change in the library
- We plan for this work to happen at both the individual & organizational level

# What our work looks like.

- Creating space for conversations about change (reflecting, learning, critical and aspirational)
- Hosting learning/training opportunities
- Developing resources (templates, reading lists, etc.)
- Supporting folks who are leading change initiatives in the library community
- Encouraging colleagues to find their agency to influence future change efforts

# Here are some specific examples:

- Advocated & coordinated outside trainers to visit the library
- Created a change-focused reading list (Supervising in Uncertain Times)
- Hosted a series of conversations:
  - *The Five Models of Change and You*
  - *Exploring your Role in Change*
  - *Communicating Change*
- Developing a storytelling session for library managers

# Here are (some) lessons learned.

- Folks want practical guidance, but within a theoretical framework/context.
- Tailor your approach to change training (peer-to-peer, top down, external trainer) to meet the needs of individuals
- Be intentional about bringing in external speakers who aren't familiar with your environment/culture
- Provide context around skill building opportunities
- Build in reflection points and small group discussions

# What you can do.

- Work on your own relationship to change
- Bring together folks interested in talking about change
  - A grassroots team can be motivating and inspiring
  - Think about working on your change skills together
- Create space for reflection on how you do change
- Advocate to your leadership to devote resources to change skill building



A moment of gratitude.



**M** | LIBRARY



Thank you.

Meghan Musolff  
[musolffm@umich.edu](mailto:musolffm@umich.edu)



**M** | LIBRARY