

**GROWING LEARNING CHAMPIONS at DENVER PUBLIC LIBRARY**  
<http://www.webjunction.org/learning-organization/-/articles/content/61734622>

- DO** get out of your cubicle -- talk learning and training with anyone and everyone on staff.
- DO** the same with a strong focus on key staff movers and shakers.
- DO** find or cultivate some kindred spirits who will be your champions.
- DO** involve staff at all levels and **DO** invite them to contribute and participate.
- DO** provide support for staff: train-the-trainer sessions, one-on-one advice and skill-building, talking with their supervisor, providing resources, trouble-shooting ahead of time or at the class.
- DO** set up both specific and open opportunities for staff to share their knowledge.
- DO** use and promote training as a development opportunity for staff.
- DO** provide staff contributing to your learning program public and/or private recognition.
- DO** publicize what's going on in your learning world – what you're doing, why and what results you're getting.
- DO** have a spot on your intranet (or blog, wiki etc) or an electronic folder that's accessible to all where you can post things going on in your library's learning world.
- DO** give senior staff what they need to show the value of the library to others both internally and externally.
- DON'T** be intimidated! Ten percent of the time is plenty ;-)
- DON'T** hesitate to ask for help and advice from other learning and training folks in library land



Sandra Smith 09

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