From Competencies to Competence

Presented By:
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Hosted by ALCTS, Association for Library Collections and Technical Services
HELLO!

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Today’s Agenda

- Introduction
- Competencies Overview
- Developing Training Plans
- Conclusion + Next Steps
What’s your role in acquisitions?
We’re glad you’re here.
We need to more proactively and mindfully approach training.
Considering preparedness

Time  Support  Energy
How prepared were you?
Overview of Competencies

Knowledge

Skills + Ability

Behavioral

Learn

Apply

Practice
Special Thanks:

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How familiar are you with the Core Competencies?
Knowledge Background & Context

1. Library and Publishing Industry Knowledge
2. Business, Legal, and Financial Knowledge
3. Management Knowledge
4. Systems, Technology, and Standards Knowledge
1. Applies managerial principles in organization and supervision of acquisitions operations and personnel
2. Applies legal and financial principles in compliance with all parent organization, state and federal requirements
3. Applies industry and professional knowledge to acquire materials in all formats, maintain and assess vendor relations, and keep abreast of best practices in systems technology and use
Behavioral Refining Approaches

1. Communication and Cooperation
2. Accuracy and Efficiency
3. Creativity and Innovation
4. Professional Integrity, Diversity and Inclusion
Beyond the Competencies

“Other duties as assigned”
Applying the Core Competencies to positions and departments.
Developing Training Plans

A. Gap Analysis
B. Closing Gaps
C. Training Opportunities
Organizational Efficiency
Barriers to Training

Time

Resources
Moral Imperative
Conclusion
Considering
Your
Capacity

Time
Support
Energy
Thank You! Keep in Touch!
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