

## Using Cross-Departmental Project Work Teams to Innovate Library Services

### Key Points

- ▶ Important elements
  - ▶ Connect with long-term or strategic planning
  - ▶ Good external leadership
  - ▶ Allow natural leaders to emerge
- ▶ Teams support innovation and staff growth
  - ▶ Implement and support initiatives outside departmental structure
  - ▶ Capitalize on skills and interests of staff
  - ▶ Get perspectives from different departments
  - ▶ Allow technicians and newer librarians to develop leadership and management experience
- ▶ No one-size-fits-all
  - ▶ Be flexible
  - ▶ Work within the organizational culture
  - ▶ Be willing to fail and start over

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