

Two **X**-ers tell how and wh**Y** 2 heads can be better than 1

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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.

ABS (2005), Ingles(2003), Wilder(1995)



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



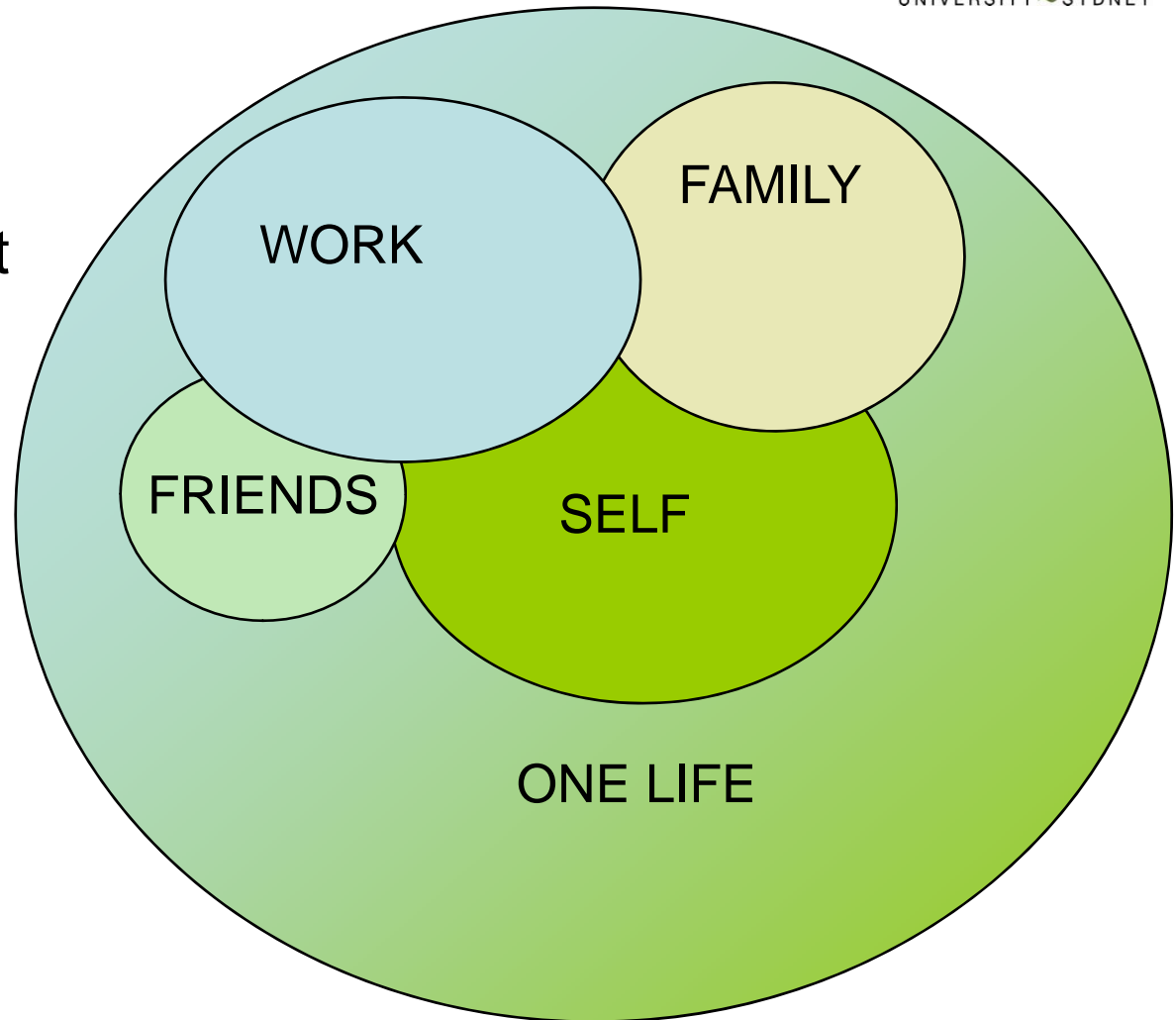
- Focus on aptitude and ability not demonstrated skills
- Remunerate based on accountability and responsibility; reward
- Provide flexible working options

e.g: working from home, in-house coffee shops, beanbag rooms



What size are you???

There is no perfect
“one-size-fits-all”



Barriers Vs Benefits



2 x Administration costs
(Scheduling meetings)

OR

Investment for future

2 x Training costs

OR

Developed staff

Recruitment

OR

Equal Opportunities;
Retain valued staff

Inconsistency;
Repetition

OR

Improved communication



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

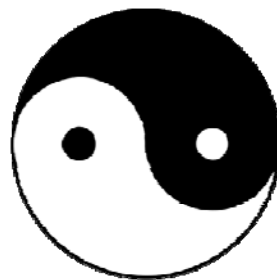
↑ efficiency; Mentoring;
Share knowledge;
Quality control;
Reduced absences



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?



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