

## FOREWORD

The papers in this volume are a selection of those prepared for the Eighth World Conference on Continuing Professional Development and Workplace Learning for the Library and Information Professions in Bologna, Italy, 18<sup>th</sup> – 20<sup>th</sup> August 2009. This satellite meeting was planned to precede the 75<sup>th</sup> World Library and Information Conference of the International Federation of Library Associations and Institutions (IFLA), held in Milan 23<sup>rd</sup> -27<sup>th</sup> August. The Bologna conference was the first one that the Continuing Professional Development and Workplace Learning (CPDWL) Section of IFLA organized in partnership with another unit, the New Professionals Special Interest Group (NPSIG).

Reflecting the concerns of the partners, the announced theme of the conference was “Moving In, Moving Up, and Moving On: Strategies for Regenerating the Library and Information Profession.” The broad focus was to be the creation of a positive work environment for a multi-generational workforce. A particular interest of the organizers was to showcase examples of best practice in strategies for regenerating the profession through both research based scholarly presentations as well as experiential stories of successes and lessons learned.

This conference very much followed on from the CPDWL’s previous IFLA satellite conference in Johannesburg, South Africa, August 2007, on “Pathways to Leadership in the Library and Information World” (selected papers published by K.G. Saur in 2007). One of the themes at this event was the generational differences in leadership styles and what this meant for future leadership development. With this being such a key issue, it made a lot of sense for the Bologna 2009 conference to consider this in more detail. Working with the New Professionals Group in organizing the conference also seemed very appropriate.

Topics that the conference planners hoped to cover included:

- Managing between and across generations
- Mentoring and coaching
- Communication skills, e.g. goal setting, providing feedback
- Dealing with organizational blocks
- Attracting people to the profession
- Developing retention strategies
- Creating a positive work environment
- Teambuilding and cohort development
- Working and leading within the organization
- Challenging existing organisational structures
- Re-skilling and transferability of skills
- Succession planning and passing on knowledge

We were quite successful in attracting proposals on these topics: out of the more than eighty submitted, about half evolved into conference presentations, and over thirty were selected for publication. More detail is given in the introduction to this

volume. A major strength of the conference has been the diversity that was represented in Bologna. There were presentations from librarians from the four generations as well as from across the world. There also was diversity in presentation types, ranging from formal research reports to workshops, posters, to and accounts of actual experiences in negotiating the changing workplace. The organizers are particularly pleased to be able to present the text of the keynote address, the 2009 Elizabeth W. Stone lecture given by Alex Byrne, a former IFLA president.

There are many people whom the editors would like to thank for their contributions to this volume. The authors themselves are to be credited for the high quality of papers submitted for publication. We report with pride that many of the authors are new to the profession and/or first time participants in an international conference.

All abstracts and written papers were submitted to an independent reviewing process. Many thanks are extended to members of CPDWL and the New Professionals Group who gave of their time to participate in the reviewing.

The publisher of all eight of the proceedings of these World conferences, K.G. Saur, is to be lauded and appreciated for the efficient production of the conference papers in hardcover and delivering the volumes in time for registrants to receive them at the opening of the satellite conferences. But of even greater value is the publisher's work in ensuring the ideas, vision and vitality captured at Bologna in August 2009 is available to the wider world.

Jana Varlejs

School of Communication and Information, Rutgers University, United States of America

Graham Walton

Loughborough University Library and Department of Information Science, United Kingdom