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2.1. SHRM's strategic planning phases2.2. Strategic planning in higher education; 2.3. Strategic planning in the library; 2.4. What can go wrong?; 2.5. Benchmarking; 2.6. Understanding and supporting the strategy; 2.7. Vision and mission statements; 2.8. Steps to be taken in the strategic planning process; 2.9. Assessment of value, improvements, and goals; Chapter 3: Human resources as a strategic partner; 3.1. The higher education environment; 3.2. Overall talent and recruitment in a changing world; 3.3. Human resource best practices; 3.4. Comparison of other professional disciplines

3.5. Building the organization's capabilities3.6. Human resource influences to strategic planning; Chapter 4: Organizational structures in academic libraries; 4.1. KSAs and competencies; 4.2. Job analysis; 4.3. Academic liaisons and transforming workforces; 4.4. Organizational development; 4.5. Organizational culture and performance; 4.6. Position descriptions are changing; 4.7. Recruitment of talent; 4.8. Succession planning; 4.9. Data and statistical help; Chapter 5: Emerging trends in academic libraries; 5.1. Legacy systems; 5.2. Changes in staffing expectations; 5.3. Convergence of skills

5.4. Professional development to keep up with trends5.5. How competencies are impacted by changes; 5.6. Generational issues; 5.7. How to plan for the future; Chapter 6: Library and information science education; 6.1. Trends in LIS education; 6.2. Experiential learning; 6.3. Real Learning Connections; 6.4. The trends of technology; 6.5. The tipping point; 6.6. Diversity; Chapter 7: The role of leadership; 7.1. Being the change agent; 7.2. Organizational leadership; 7.3. Succession planning; 7.4. Organizational learning; 7.5. Be the leader; Conclusion; List of figures; Abbreviations; References

Index

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## Sommario/riassunto

Strategic Human Resources Planning for Academic Libraries: Information, Technology and Organization provides an in-depth discussion of human resources as a strategic element of a library organization, especially as staffing needs and competencies change. The book focuses on the impact of human resource practices in a library setting, discussing several aspects, including the role of human resources when the library is part of a larger organization, along with information on how to identify strategic objectives that are expected and related to workforce issues. In addition, the book revi

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