

PUEBLO WEST LIBRARY

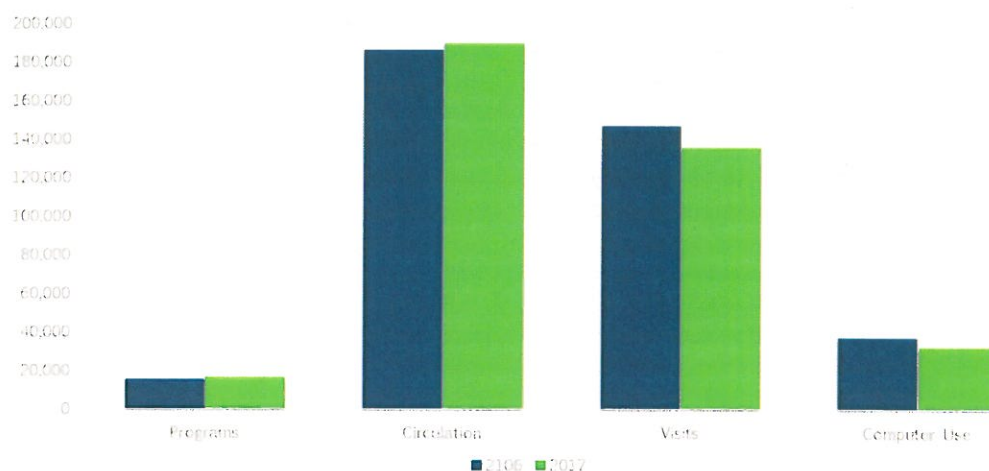


Pueblo West Library Update

- Key Results
- Summer Reading Highlights
- Maker Programs
- Upcoming Events
- Challenges and Opportunities



Pueblo West Key Results

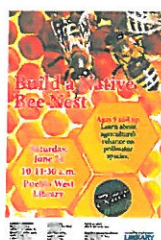
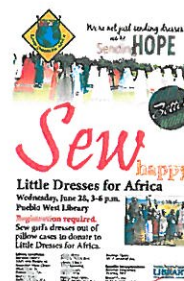
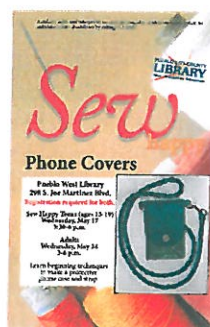


Summer Reading Highlights



Youth Registrations 1414
 Adult Registrations 194
 Youth Program Attendance 2816
 Each summer reading performance averaged over 100 people in attendance.
 Adult Program Attendance 287
 137 people attended the lecture on enlightenment given by The Mystical Arts of Tibet.
 Pueblo West youth exceeded the branch reading goal of 3000 books this year by reading over 5900 books!

Maker Programs



770 people attended maker and craft programs at Pueblo West Library in the last year.



Celtic and Medieval Faire

Last year's *Medieval Fair Family Event* drew over 500 participants and provided local families with a much needed free event that they could enjoy together. Pueblo has many community events throughout the year but some events are not appropriate for young children and others charge fees at every point of interaction with the public and quickly become cost prohibitive. Pueblo West Library is providing families with an annual community event that all age levels can enjoy free from monetary concerns. This event combines family entertainment, cultural and historical education, and performances that all ages will enjoy.

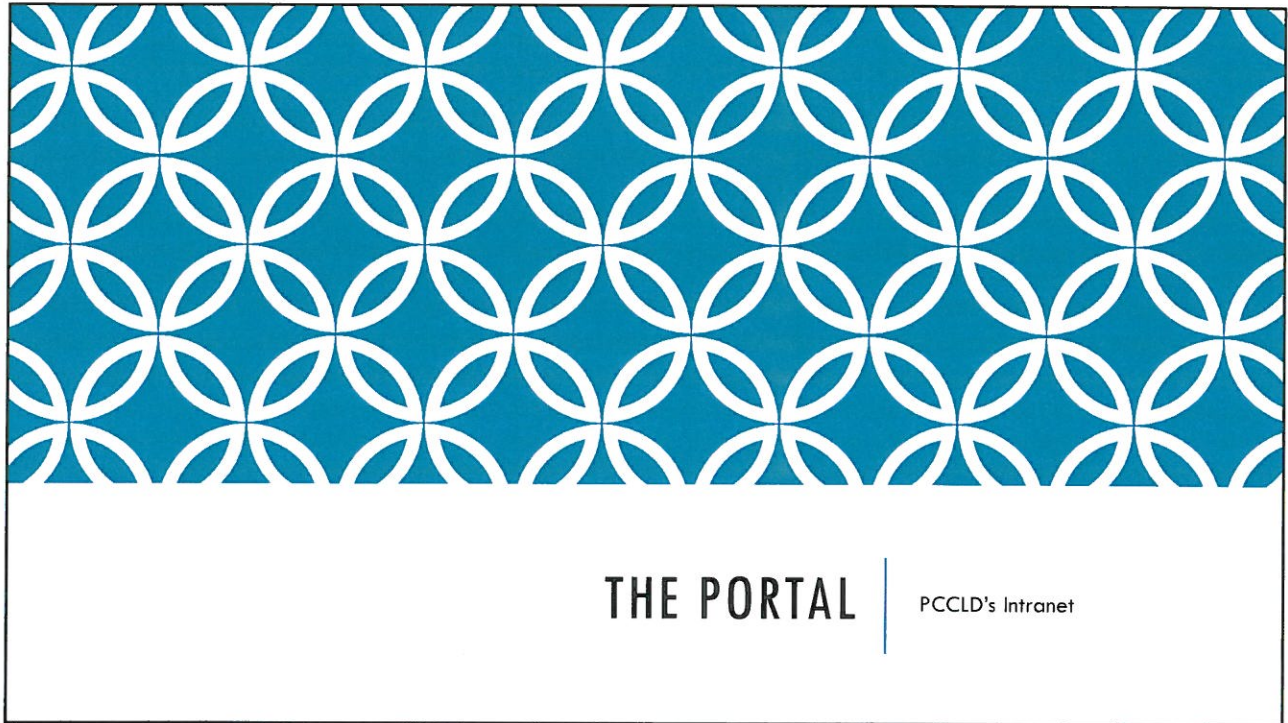
For this year's event The Society for Creative Anachronism will demonstrate medieval combat, belly dancing, art, heraldry, flint knapping, book making, costuming, calligraphy and armor. There will be performances from the Pikes Peak Highlanders and Wordsmiths and Storytellers. Free popcorn, face painting, bounce house, costumes and medieval crafts will be available for all ages. Local food trucks will provide Greek, barbecue and Asian food available for purchase.



Challenges and Opportunities



- Roof damaged in Spring storm leads to water damage in the children's room. The roof is scheduled to be repaired in October.
- Sign damaged in recent car accident.
- Opportunity for a snack and beverage café



HISTORY

- ❖ PCCLD employees at the annual retreat in 2012 expressed their interest in developing an internal communication tool.
- ❖ In 2013, the Intranet was added to the library's annual plan and budget.
- ❖ Michelle Vigil headed up the effort and led a committee of PCCLD employees who guided every step of the development.
- ❖ The website had a soft launch in 2013 and officially became part of employees' responsibilities in 2014.

www.portal.pueblolibrary.org

Cultural Beliefs

Embrace Feedback

I seek feedback to improve my performance and our service

Celebrate Others

I value and learn from the contributions my co-workers make to the district

Empower Innovation

I seek and implement solutions

Engage Customers

I provide quality and uphold equality

Storypower

I share stories reflective of our desired culture



Integration Plan (recommendation)

A. Team Meetings

1. Start with Focused Storytelling
2. Fill out Focused Recognition Cards during the meeting.

B. One-on-Ones

1. Exchange Focused Feedback
2. Report on Focused Accountability (Cultural Belief you're focused on, shift needed, Type 1 Experience).



Automated Feedback® Tool

Get more input! Reach out quickly and easily.

Solve It® Tool

Think outside the box! Collaborate for faster, better solutions

Assessment Tool

See where you stand with self and 360° evaluations of progress

Focused Recognition® Tool

Celebrate success! Motivate and improve morale

Focused Storytelling® Tool

Promote Cultural Beliefs! Share culture changing experiences

Culture Management Tools

Focused Feedback® TOOL



Use the Automated Feedback® Tool online at PILtools.com

Focused Storytelling™ TOOL

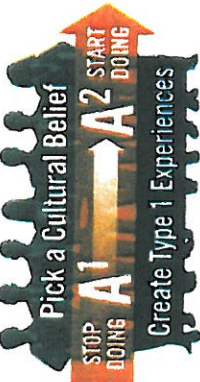
1. Here's what (Cultural Belief) looks like to me.
2. Tell the story in 45 seconds or less. Include the impact on Key Results.
3. That's what (Cultural Belief) looks like to me.



Use the digital Focused Storytelling Tool online at PILtools.com

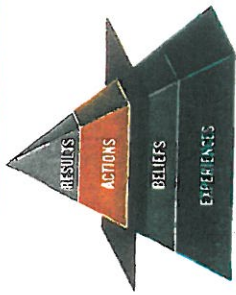
Focused Recognition™ TOOL

FOCUSSED RECOGNITION



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The Results Pyramid



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The Steps To Accountability®

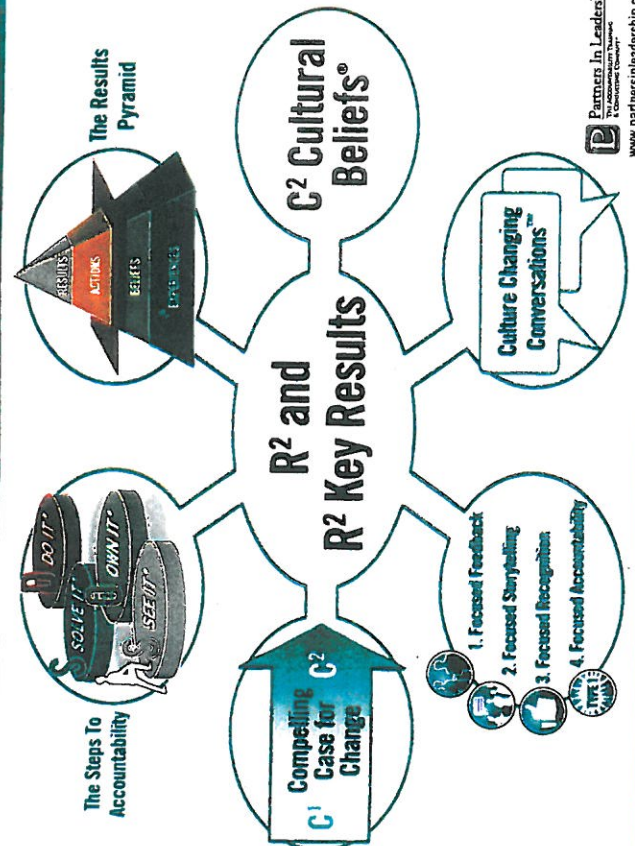


ABOVE THE LINE®
(The Steps To Accountability)



BELOW THE LINE®
(The Blame Game)

PIL Culture Change Methodology



Partners In Leadership®
The Accountability Advantage
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The Key Results

Cultural Beliefs

Visits

Circulation

Program Attendance

Digital Use

