

LION'S MISSION

Libraries Online Incorporated (LION) is a self-governing consortium of Connecticut library institutions committed to leveraging technology to share, expand, and promote quality, cost-effective information resources and services.

LION'S STRATEGIC VISION

Our vision statement is future-oriented. It embodies our aspirations for LION. Based on the trends, challenges, and opportunities that currently are affecting libraries, both in a universal sense and within the state of Connecticut, we envision the following future for LION within the next five years:

Organizational Characteristics

LION will be a strong, effective, and agile organization capable of proactive planning and timely response to emerging needs and conditions.

- Mutual trust within the organization and commitment to exemplary library services are hallmarks.
- A positive organizational climate is maintained through inclusive and open dialog among the executive leadership, staff at all levels within LION libraries, and LION staff.
- Professional growth and improvement are encouraged and nurtured.
- Strategic priorities are established and maintained to focus efforts and maximize the use of resources.

As a Vital Service Organization

Library programs and services will help build, rebuild, and move LION forward.

- Programs and services reflect collaborative efforts among member library staff and LION staff to identify and address common needs.
Quality of programs and services meets or exceeds expectations.
- Funding supports existing programs and services and the development of new programs and services in response to the needs of the diverse communities served by LION.

As a Stakeholder in the Statewide Library Community

Reflective of its long history of successful regional cooperation, LION will be recognized for its leadership in Connecticut library services.

- LION models exemplary, state-of-the-art practices.
- LION leads and fosters partnerships in statewide efforts to promote the growth, development, and diversification of library services.

LION'S STRATEGIC INITIATIVES

Strategy 1: Establish processes for evaluating the growth of LION

By 2011, the LION Board will have the necessary tools for evaluating organizational development.

Rationale: A common vision for the future of the organization is needed. There is lack of a meaningful pricing structure.

Initiatives:

- LION will develop a model for defining the scope and costs of services provided to current and prospective full members
- LION will decide on an appropriate growth and development path
- LION will explore the feasibility of alternate levels of participation in the consortium
- LION will develop a marketing and public relations plan that highlights benefits of LION membership

Strategy 2: Define the roles and responsibilities within the organization

By the year 2012, LION will have a set of by-laws, policies, guidelines, and structures in place that are reflective of the mission and vision of the organization.

Rationale: Central to strategic planning is ensuring foundational support for the growth of the organization. The Consortium has been operating on the same sets of principles and guidelines established when it was formed in 1982.

Initiatives:

- The Executive Committee of LION will develop a draft revision of the by-laws, which will serve appropriately as a framework for the future growth of the organization.
- The Executive Committee will review membership guidelines, with particular attention paid to the impact of the expanding role of technology in libraries; and will make recommendations for revisions.
- The Executive Committee will review existing committee charges and structures and make recommendations regarding continued relevancy, parameters of participation, and scope; and also will suggest new areas requiring collaborative focus.
- The Personnel Committee will develop a review process for considering additional LION staff resources as various factors come into play to affect workflow, workload, and general scope of services.
- The Personnel Committee will develop a needs assessment process to ensure that LION staff members are supported adequately in the development of their technical skills and professional expertise.
- A Task Force will be formed to work with the Executive Director in defining the parameters of continuing technology education and training for LION member library staff.

Strategy 3: Establish processes to ensure ongoing support and enhancement of existing services and infrastructure

By 2011, LION will recommend appropriate strategies to ensure ongoing Board engagement in these processes.

Rationale: Systematic review and evaluation is necessary to maximize resources.

Initiatives:

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The Executive Committee will review membership guidelines, with particular attention paid to the impact of the expanding role of technology in libraries; and will make recommendations for revisions.

The Executive Committee will review existing committee charges and structures and make recommendations regarding continued relevancy, parameters of participation, and scope; and also will suggest new areas requiring collaborative focus.

Strategy 4: Develop a viable and dynamic web presence

By the year 2011, LION's web presence will be vital to its organizational effectiveness.

Rationale: Geographic distribution of members does not adequately support the necessary collaborative dynamic within the Consortium. LION's web site is underutilized, both from a practical perspective for the work of the organization and from a marketing perspective.

Initiatives:

- LION will establish a Web Development Task Force to work with the Executive Director in developing a mission, vision, goals and objectives for the web presence.
- The Emerging Technologies Committee will evaluate web-based communication and information sharing models for LION committees, developing accessibility and usability standards, and recommending best practices for successful collaboration.