



Ministry of Education
Namibia Library & Archives Service



MORTENSON CENTER
@ THE UNIVERSITY OF ILLINOIS LIBRARY
developing librarians worldwide

STRENGTHENING INNOVATIVE LIBRARY LEADERS REPORT 2015

Compiled by Teopolina Shuumbili & Namutenya Hamwaalwa



1. Introduction

The Namibia Library and Archives Services (NLAS) and Mortenson Center for International Library Program signed a one (1) year partnership agreement with the theme: Strengthening Innovative Library Leaders (SILL). The program aim is to:

- Empower librarians to take on additional responsibilities and act as leaders in their libraries and communities.
- Strengthen innovative library leaders
- Expose international librarians to innovative services and best practices through workshops from experts in library and information science.
- Strengthen international ties among libraries and librarians worldwide for the promotion of international education, understanding, and peace.

2. Project implementation

The project started from the 5th – 8th May 2015 with the training of trainers of trainees. A total of fifteen (15) Librarians from Ohangwena, Oshana, Kunene, Erongo, Khomas, /Kharas and NLAS Head Office (Names attached on appendix) were trained as Trainers of Trainees by Mortenson staff (Susan Schnuer, Rebecca Mcguire, on Library leadership skills. The output of the project was for the trainers to train 100 public library staff countrywide.

After the trainers training, Namibia Library and Archives Service and Mortenson Center organized four (4) training workshops on “Strengthening Innovative Library Leaders” and so far 121 staff members from Oshana, Omusati, Ohangwena, Oshikoto, Kavango East, Kavango West, Hardap, Omaheke, /Kharas and Head Office have been trained.

Although the target to train 100 Public librarians was reached, there is a high demand from other libraries and NLAS would like to expand / cascade the training to the remaining 5 regions: Erongo, Kunene, Otjozondjupa, Khomas and Zambezi in 2016/17. There was also an interest from the University of Namibia Library to train their librarians and NLAS is also planning to organise training for the University librarians/staff.

*“With a public library card in your hand,
you have access to the internet & a world of
opportunities”. Bill Gates*



Librarians, Assistant Librarians and Deputy Director of Life Long Learning attended training at Omaheke 17-19 Nov 2015



Ms. Frieda Lukileni presenting an activity and Ms. Jakobina Nghulondo listening attentively Windhoek Participants 11-13 Nov 2015

3. Highlights of the Project

The Library staff learnt about leadership development, collaboration and partnership building, innovation, advocacy, impact measurement, community engagement, strategic planning, risk-taking, and change-making, among other trends and topics. NLAS is impressed that after the workshop some libraries introduced novice ideas and programs for their libraries and the demand to train other staff is high. Below are the pictures of some of the activities carried by the staff members.



A learner at Oshakati Regional Library, Children section designing a reading tree



Ms. Phoustina Mutonga Preparing Valentine's Day activities for children at Katima Mulilo Library

4. Budget

The Mortenson Centre assisted NLAS with a total amount of 16 575 USD paid in installments as follows.

Instalment (s)	USD	N&
1 st instalment	6 630	76 734.29
2 nd instalment	6 630	90 323.61
3 rd instalment (to be disbursed)	3 315	-
TOTAL	16 575	167 057.90

Expenditure in Namibian Dollars (N\$)

Description	Trainers of Trainees (Windhoek)	Oshana	Ohangwena	Windhoek	Omaheke
Refreshments	14 260.00	9 300.00	9 315.00	14 697.00	13 800.00
Accommodation	28 224.00	Funds from the Regions (N\$ 61 266.00)		Accommodation not required (All participants were from Windhoek)	43 347.00
S&T	9 360.00				
Training Materials	416.36	Materials provided by the Ministry (N\$ 3174.40)			337.34
Sub Total	52 260.36	9 300.00	9 315.00	14 697.00	57 484.34
Grand Total					143 056.70
Remaining amount					24 001.20

5. Future plans

NLAS is planning to conduct the training for the remaining 5 regions: Erongo, Kunene, Otjozondjupa, Khomas and Zambezi in 2016.

APPENDIX

Trainers of trainees

1. Namutenya Hamwaalwa
2. Teopolina Shuumbili
3. Sabina Neumbo
4. Michelle Simasiku
5. Jean Kanengoni
6. Hedwich Isaacks
7. Magthe Hoeses
8. Ruth von Plato
9. Victoria Isaacks
10. Loide Mbwalala
11. Jakob Muleka
12. David Matsveru
13. Jason Nangolo
14. Berverly van Wyk
15. Kathine Gausies