

# Network of Emerging Filipino Library Innovators (NEFLI)



## NEFLI Primer

National Library of the Philippines  
Public Libraries Division

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## *Brief History*

The first strategic area of investment of the Bill and Melinda Gates Foundation (BMGF) was the US Library Program. The Foundation's library was established in 1997.

International efforts began in 2001, supporting projects and programs for public libraries worldwide.

The Strategic Goal of 1997-2003 is if you can reach a public library, you can reach the internet.

In 2011, one effort that the Foundation began to support is the International Network of Emerging Library Innovators (INELI), a Network of library leaders around the world who have skills and experiences in developing innovative services for users.

The INELI's first cohort was carried out in October 2011- October 2013. Three (3) convenings were held in New Zealand, Korea and Netherlands.

The INELI's second cohort was held in October 2013 – October 2015. The first convening was held in Netherlands. The second convening in Chile and the last convening was held in Capetown, South Africa in October, 2015.

In March 2014, the Foundation started the Global Libraries (GL) wind-down. They started to tap regional implementers to provide opportunities to explore and be connected where stakeholders can share information and best practices, and not to reinvent the wheel.

The Strategic Goal of 2014 -2030 is to improve lives of one billion information poor by positioning the world's 320,000 public libraries as critical community assets and providers of information through relevant programs and services.

In June 2015, the BMGF decided to exit the field of global library leadership, but wanted to leave the sector strong and identified legacy partners to carry forward GL's strategy goals of improving lives through public libraries around the world which they call INELI Regional Network Development or INELI Track. At present, there are seven (7) existing INELI Tracks, namely: INELI-ASEAN, INELI-Balkans, INELI-India, INELI -Latin America, INELI-MENA, INELI-Oceania and INELI -Sub-Saharan Africa.

On May 4, 2015, NLP received a grant from the BMGF as one of the implementers of INELI-ASEAN. It was launched in Thailand during the CONSAL XVI. It has 3 convenings in Malaysia, Singapore and Viet Nam and 2 mid-way meetings in Brunei Darussalam and Indonesia.

After the implementation of the INELI-ASEAN, the INELI-ASEAN Project Team decided to come up with INELI-like program in the Philippines while promoting it also to other ASEAN Countries to implement the same. Last quarter of 2017, the team kept on conceptualizing INELI-Philippines. Until in March 2018, it is called NEFLI.

### *What is NEFLI?*

**NEFLI** is a three (3)-year leadership training program for public librarians in the country, adopted from one of the Global Libraries Initiatives, which is the INELI. It is implemented by the Public Libraries Division (PLD) that involves public librarians in the country and other interested participants to leverage appropriate solutions that will enable public library leaders who share a common vision for economic, political and socio-cultural development and integration particularly focusing and strengthening capacities of public librarians in the country.

### *What is the importance of NEFLI?*

NEFLI aims to:

enhance the leadership skills of emerging library leaders;  
create a vibrant network of library leaders in the country;  
build capacity to provide ongoing leadership training; and  
foster collaboration and strong partnership among stakeholders in the country.

### *Why is it necessary to implement NEFLI?*

Recognizing the various challenges that the public libraries in the country continuously face, such as the lack of strong partnership and collaborations among them, specifically, the lack of common and practical platform to enable easy access to vital information and conducive venue for relevant knowledge and information exchange, the development of an effective and feasible mechanism to address the aforementioned issues and concerns becomes an imperative.

It is in this context that the NEFLI and other related initiatives and partnerships become instrumental in the identification, adoption and innovation of strategies in developing leadership capacities and technical skills of public librarians.

It will create opportunity to capacitate emerging public library leaders in undertaking relevant innovations for optimizing the roles and functions of public libraries. Likewise, it will significantly contribute to enhancing leadership skills and competencies of the participants. Further, this will provide a venue for the exchange in addressing national public library issues that have potential to stimulate, expand, and improve public library operations and services.

## *What is the expected outcome and impact of NEFLI?*

**Fifteen (15) public librarians** will be capacitated with appropriate skills, knowledge and competencies to take leadership roles and meet the information needs of their clientele and the community that they served.

**Strengthen the Training Section of the Public Libraries Division of NLP** to equip, to enable and to permanently provide relevant capacity building training to public library staff throughout the country.

**Assist in the establishment of ASEAN Public Libraries Information Network (APLiN), a core goal of the INELI-ASEAN Project of NLP.**

**Embed LGUs as key partners** in the development of public libraries and community engagement in the country. Support from Local Chief Executives to their innovators is seen essential and beneficial to their development and growth specifically, and the community in the general.

**Increase innovative public library services in the libraries** that the Innovators are connected with. It is expected that they will create a positive change to themselves as public service delivery providers; to the public that they served; and to the whole community during and after the program ends.

## *Who will benefit from NEFLI?*

The program shall directly benefit Fifteen (15) library Innovators and Fifteen (15) Sponsors, particularly public libraries on developing leadership skills and apprising them of current innovative trends in library services and operations. Ultimately, the target beneficiaries are the users of public libraries in the country who will benefit from improvements in the quality and quantity of services and available materials in their localities.

## *Who are the Participants in the NEFLI?*

NEFLI will be participated in by:

**Innovators** – are expected to be talented, innovative library professionals. Although there is no age limit for participants, it is expected that those selected would be closer to the beginning or middle of their career rather than being close to retirement. It is also expected that they are working in a public library in a supervisory/ managerial position or working in an organization that supports library development.

**Sponsors** – are Head Librarians / LGU Administrators/ Local Chief Executives. They will endorse innovators for the NEFLI Program.

**Mentors** – are proven library leaders who are taking leadership roles in global, regional and in their countries or INELI-ASEAN Alumni or someone who has been part of this Project. They provide guidance, advice and support for the Innovators.

**Learning Facilitator** – is a professional with expertise in an online environment. He/she will develop and facilitate online learning modules in coordination with the Sponsors and **NEFLI Organizing** Team. He/she will be responsible in the information and technological needs of the Innovators.

**Institutional Partners** – are organizations, institutions, associations, business entities, local government units, national and public libraries, and even private sectors or individuals who could be potential partners with NLP to ensure the implementation of NEFLI.

References: [www.ineliresources.org](http://www.ineliresources.org); INELI-ASEAN Primer

### **Innovators:**

*What are the criteria for selection of Innovators?*

Criteria for Selection of Innovators:

- Be able to demonstrate a potential for: Leadership, Innovation, and Collaboration;
- Has undertaken at least one year work experience in the home organization;
- Has good command of the English language; and,
- Has knowledge, skills and access to reliable and robust technology (computer, software, Internet connectivity) at work or home and sufficient computer skills (proficient in Word, email, etc.) to enable to participate in the NEFLI activities.

*How will the Innovators be selected?*

Submission of the applications will be via e-mail to the **NEFLI Organizing Team** ([nefli@nlp.gov.ph](mailto:nefli@nlp.gov.ph)) on or before March 31, 2018, attaching the following accomplished forms:

- Completed Innovator's Application Form
- Innovator's Curriculum Vitae (3 pages maximum)
- Short biographical statement (no more than 200 words)
- Passport size I.D. (for the website)

The selection of Innovators will be the responsibility of the Organizing Team of NEFLI.

On the basis of the result of the evaluation, the Organizing Team will conduct an interview, if necessary.

***What are the roles / functions of the Innovators?***

- Participate in an online learning community designed to support their collaborative efforts and help them to develop the skills and attitudes needed to be effective innovators.
- Participate in the three (3) convenings during which they will visit innovative libraries, share information about their collaborative projects, and hear from other librarians best practices.
- Collaborate with all the innovators and be an active member in ASEAN Public Libraries Information Network (APLiN).
- Share / post their collaborative projects in the APLiN.
- Gain understanding of the issues facing public libraries in the country and in the region.
- Actively engage in national or international library organizations.

***What are the expected outputs of Innovators in the implementation of NEFLI?***

Innovators are expected to develop self-development plans, complete ten (10) online learning modules of NEFLI, identify and implement a collaborative project that has the following characteristics – citizen-centric, relevant, collaborative, innovative and visible to the public after the modules were completed.

***What are the ten (10) online learning modules that the Innovators need to complete?***

The following are the ten (10) online learning modules that all innovators must complete. Sponsors and mentors inputs will be

considered to ensure appropriateness and to address training needs of public librarians in the country.

- Working Together (Forming, Storming, Norming, Performing): How to Create a Successful Team
- Innovation
- Risk Management
- Resolving Conflict
- Time Management
- Managing Your Team Project
- Completing Your Project
- Communication
- Leadership
- Service Quality Improvement

**Sponsors:**

*What are the roles / functions of the Sponsors?*

- Attend the three (3) convenings.
- Provide advice and full support through the collaborative projects of the Innovators.
- Maintain communication with the learning facilitators and innovators throughout the project online interaction.

**Mentors:**

*What are the criteria for selection of Mentors?*

Mentors will be selected by the **NEFLI Organizing Team** based on the following criteria:

- Preferably an INELI-ASEAN alumni or someone who has been part of this Project;

- Must have relevant expertise and extensive experience in knowledge management, e-learning, linkage, collaboration and networking within and outside the country; and
- Must be able to demonstrate proficiency in module development related to public library works.

*What are the roles / functions of the Mentors?*

- Attend the three (3) convenings.
- Serve as coaches and advisors to the Innovators during the active period of the network.
- Actively participate in the online forums by contributing postings and responding to postings in the online forums.
- Review and critic the online learning modules.
- Participate in the online forums / NEFLI website.
- Be available for one-on-one coaching sessions with the innovators.

**Learning Facilitator:**

*What are the roles / functions of the Learning Facilitator?*

- Handles the facilitation, execution, and monitoring and evaluation of the course module contents throughout the implementation of **NEFLI**.
- Supports Innovators access to and success in distance and accelerated learning and coordinate with Mentors and Sponsors in the implementation of the course module content and instructional methods for **NEFLI** program learning and alternative delivery formats.

- Helps identify tools and techniques necessary to expand Innovators' access and success in pursuing online learning as technology evolves.
- Facilitates in the production and implementation/administration of multi-media elements, digital learning objects, and other media as technology evolves.
- Provides inputs in designing, maintaining and updating of the NEFLI websites and other digital media related NEFLI program learning and alternative delivery formats.
- Attends the NEFLI meetings relevant to the functions and serves on appropriate standing and ad-hoc committees.

**Institutional Partners:**

*Who are the NLP's partners to ensure implementation of the NEFLI?*

Organizations, institutions, business entities and the like that could be potential partners for NLP to ensure implementation of the NEFLI are:

- National Libraries in Southeast Asia;
- Local, National and International Library Associations;
- Government Agencies;
- Non-Government Organizations;
- Public Libraries;
- Local Government Units; and,
- Providers of Electronic Resources from the Private Sector.

*When is the implementation of the NEFLI ?*

The NEFLI shall be implemented from May 2018 to May 2020.

## Summary of Plans and Timeline:

There will be three (3) convenings to be held as follows:

May 28-30, 2018 – The first Convening will be held in Manila at Ramada Manila Central, Corner Ongpin and Quintin Sts., Binondo, Manila

May 2019 – The second Convening venue to be determined.

May 2020 – The third Convening venue to be determined.

### *What is the core goal of NEFLI?*

The core goal of **NEFLI** is to continue what **INELI-ASEAN** has started and support **ASEAN Public Libraries Information Network (APLiN)**.

### *What is APLiN?*

APLiN is a network, information hub, common and practical platform wherein public libraries in Southeast Asia can connect with each other. It is a mechanism that will create future collaboration and partnerships among stakeholders within the region. It will provide easy access to vital information and conducive venue for relevant knowledge, information exchange and best practices.

*What is the Composition of the NEFLI Organizing Team?*

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