Evolving Skill Sets for Managing Change

Terrie R. Wheeler, MLS
National Institute of Standards and Technology
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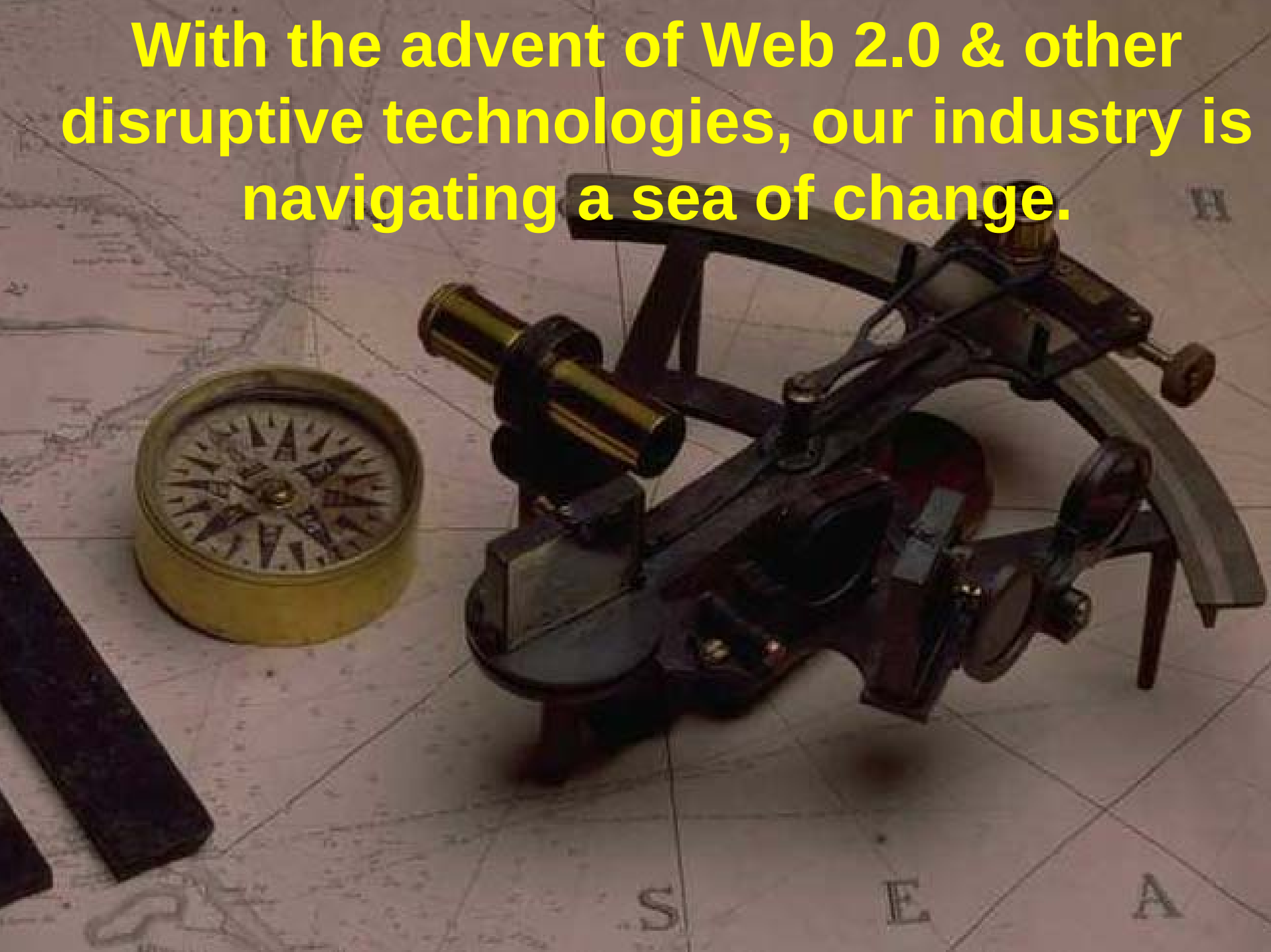
National Institute of Standards and Technology
Technology Administration, U.S. Department of Commerce


With the advent of Web 2.0 & other disruptive technologies, our industry is navigating a sea of change.

Every leader faces tough
sailing through these rough,
uncertain waters of change.

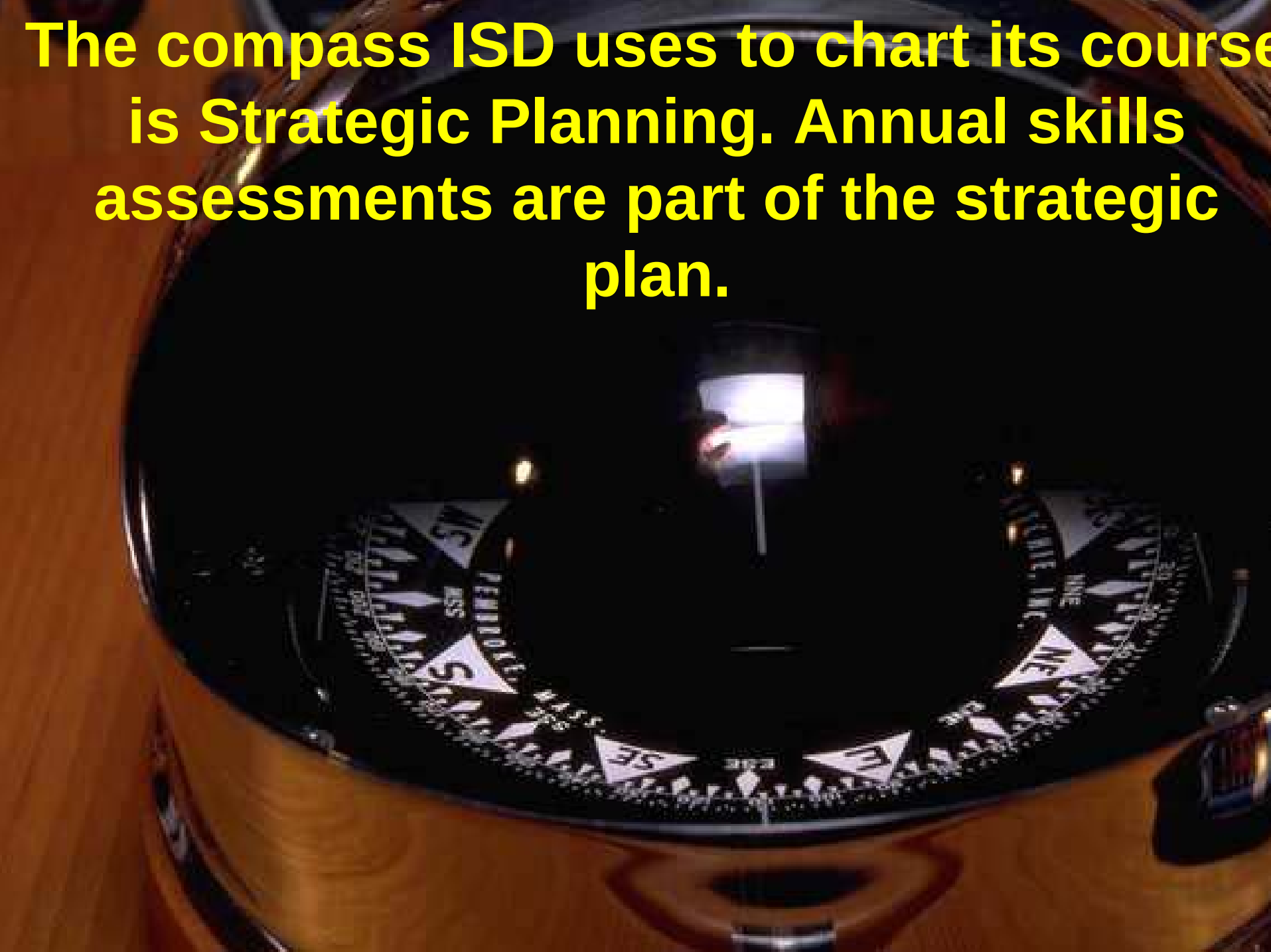
Revolutionary technologies threaten a voyage buffeted by more change than usual.

Keeping pace with such rapid change is possible with a mariner's map and seaworthy planning tools.

Like lighthouses, innovative colleagues show new ways to serve customers in this sea of change.

To navigate such change, consider a plan to continuously cultivate the skill set of your staff.

Every organization needs a framework to steer its vessel – the Information Services Division at NIST uses Baldrige



The compass ISD uses to chart its course is Strategic Planning. Annual skills assessments are part of the strategic plan.

For three years ISD concentrated on organizational development competencies

Our 2005 skills assessment indicated our staff had well developed organizational competencies

With revolutionary changes in technology,
nd strong organizational competencies, IS
urned its attention
o technical
ompetencies
WAYPOINT INPUT
SPD / HDG DISPLAY
WP / NAV DISPLAY
PAST FIX DISPLAY
FUTURE SAT DISPLAY
EVENT
CLEAR
NEXT
ENTER
1
2
3
4
5
6
7
8
9
=
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CURSOR
MARK
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Where ISD is …
Where ISD Needs to be …
Skills Assessment Identified Skill Gaps

ISD’s approach capitalized on strengths

ISD Designed a Training Program

ISD Implemented Specified Training in Performance Plans

Recent Changes in ISD's Skill Set Mix
Triggered Development of Additional Tra

ISD is Conducting a Study of Millenial Science Students to Determine Future Information Needs

Results of This Study will Feed into ISD's 2007 Strategic Plan

What Are Some Disruptive Technologies To Consider When Creating a Seaworthy Plan?

Grokker – visual search engine

Zooomer – can add more metadata to photos; links to Google maps

Flickr Digg Del.icio.us

Flock – first Web 2.0 browser

Xanga (or Myspace, etc.)

Blinkx, iFilm – video search engines

YouTube

Podscope

MovieFlix – **a site to watch full length movies and rate them for free**

What buoys or lighthouses do you see to help navigate the changing seas?

Questions??