

NICE Project Principles and Goals

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Process Principles

- Members of the exploration team and process facilitators will assume good intentions and take part in this process with sincere curiosity
- The process will operate through and depend upon clear, open, and transparent communication. It will be achieved through and by:
 - consistent messaging and open communication, shared with all stakeholders
 - encouraging open, shared conversations - by team members and stakeholders alike - as much as possible
 - building trust by providing as clear of answers as possible, in as timely manner as possible and being honest that not all questions will have immediate answers
 - developing a question base with answers that can be referred to throughout the process
 - communications to stakeholders that address concerns and questions
- Team members will review and learn from past successes and trials (ie Project WIN) and will specifically look to team members that were participants in those efforts for their expertise and explanations
- The process will maintain a big picture focus, while capturing details that might be better addressed in future phases of work
- The process will establish and share clear priorities/outcomes
- The process recognizes that there may be a fear of the unknown and will work to counteract that fear by providing the clearest answers possible, while acknowledging that there may not be answers for every question or scenario.
- A clear timeline for this phase and future phases will be established
- The autonomy of all stakeholders will be recognized
- The process will work to understand differences (and similarities) in existing system governance
- The process will acknowledge the different needs of libraries of varying sizes and geographic locations

Project Goals/Outcomes

This is, in many ways, a feasibility study that will uncover and document potential advantages and disadvantages of an ILS merger and is not a decision-making process. It will result in:

- A clear understanding of financial implications, including a projected budget
- A clear understanding of benefits for patrons, member libraries, and other stakeholders including and tools for directors to share with their boards throughout the process
- A final report detailing outcomes, benefits, concerns, etc. that contains an executive summary of key findings
- An examination of existing cultures of individual systems/libraries (how they work together- is everyone involved, committees, etc.)

- Articulated priorities and values of stakeholders and an examination of where they overlap
- Identification of gaps in knowledge (how the systems are already collaborating an awareness of this)
- Exploration of existing governance structures and recommendations for future structure(s)
- Successful delivery of the research grant goals (from the LSTA Grant Application) to the best of the team and consultant's ability.