



Sykehuset Innlandet HF

Library strategy and management

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Our organization

- Innlandet Hospital trust (Jan 1st 2004)
- Covers Hedmark and Oppland – larger than Denmark
- Population 380´
- Employees in the hospital app 8.000
- Hospitals and other units 41

Who are we?

www.kunnskapsegget.no

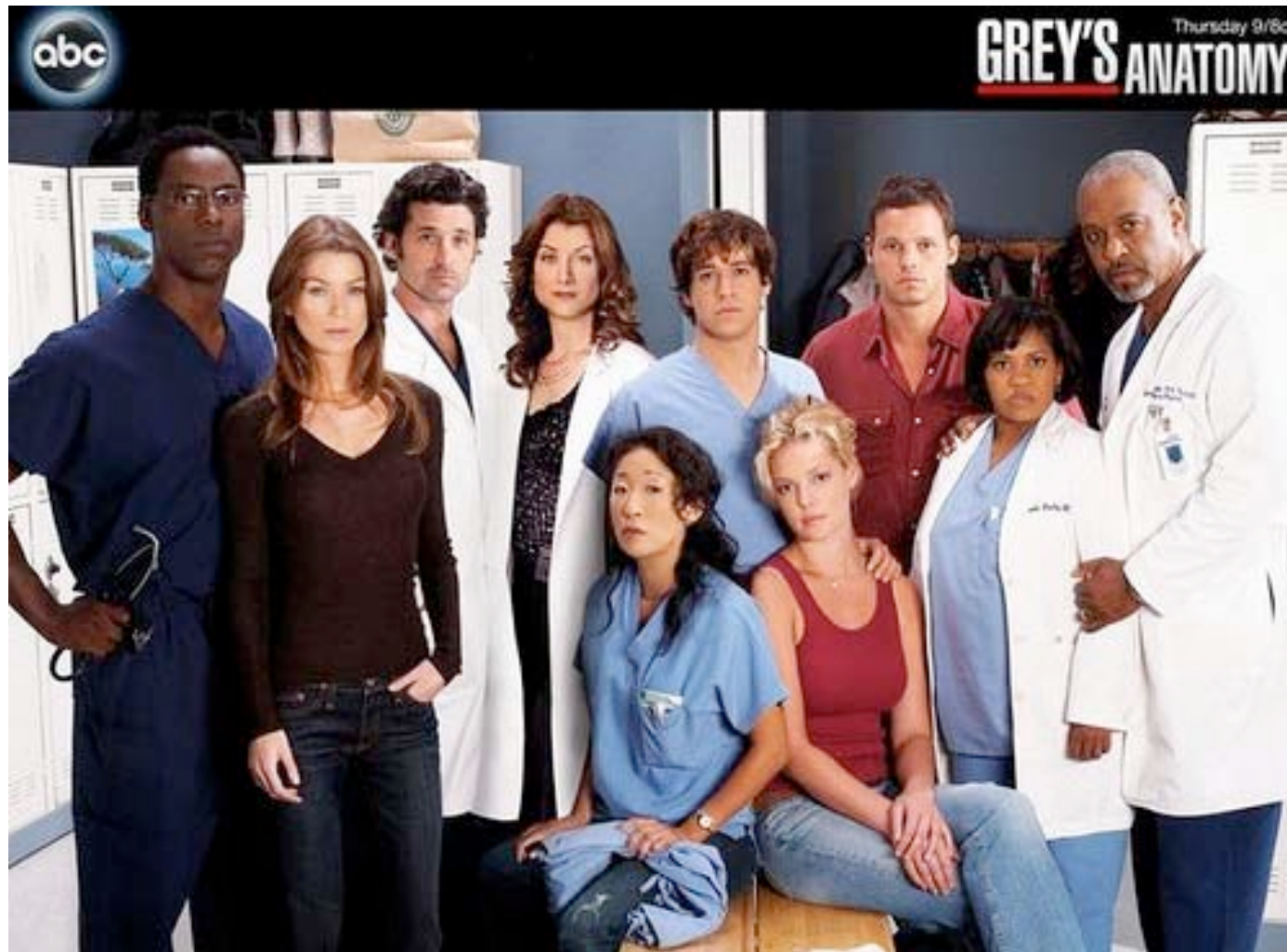
- Medical library service
- Librarians 6 (4,5 stillinger)
- Placed in 5 locations
- Evidence-based practice
- The Egg of Knowledge





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Nothing like it





Towards a strategy

New organization

- Cooperation possibilities
- A need for rethinking and orientation
- The hospitals' strategy
- Regional and national projects and initiatives

We asked for help!





Internal medicine

- How are we?
 - What contexts are important?
 - What are we good at?, etc
 - SWOT
- Raised our awareness
- Precondition for agreeing on main principles





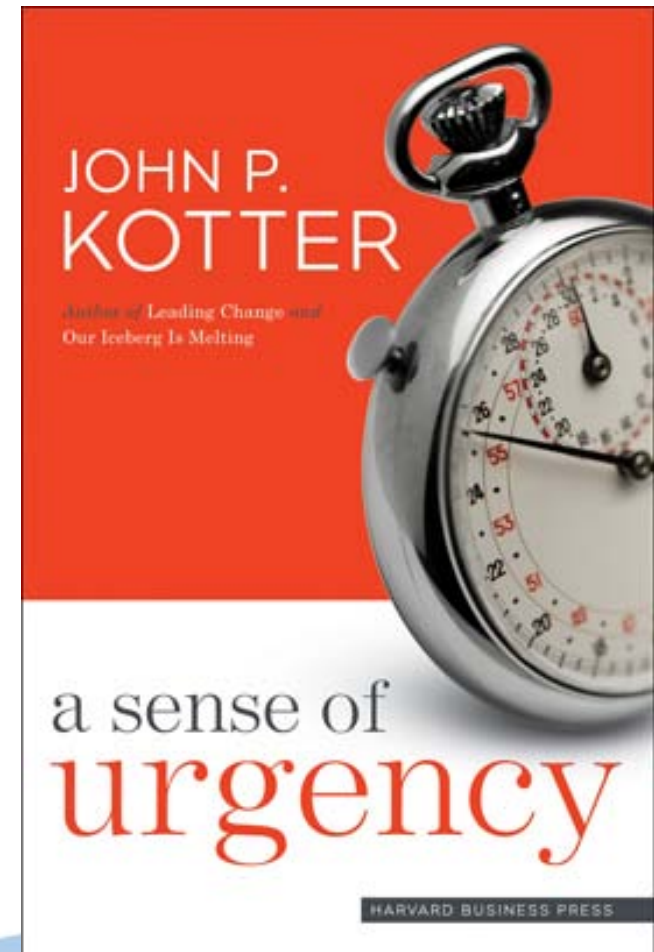
Which direction?

- Organizational model
- Real needs (in the hospital)
 - Measures
- Suppliers, partners, users
 - Measures
- Products and services
 - Measures



Process

- "create a sense of urgency"
- Management acceptance
- Hearing in reference group and divisions in the hospital
- Report presented for the managerial group





Gains

- Good reputation among the leaders
- We have defined our own agenda
- Our organizational measures are recognized and adopted
- "We know what we are doing"
- Sensible use of scarce resources
- Progressive

-and what happened next?





New season

- The organization changes
- The surroundings are changing
- Do the library change?
- Need for continuation of our strategy
 - Episode 3 this spring



Summary

Moving in step with the organizations needs

- Organizational goals and strategy
- Build and develop competency
- Be oriented towards the future. Listen!
- Balance user-orientation and organization-orientation
- Allow creativity, and find new ways to cooperate and engage in interdisciplinary teams

Working with strategy is a process – not something you do only once