

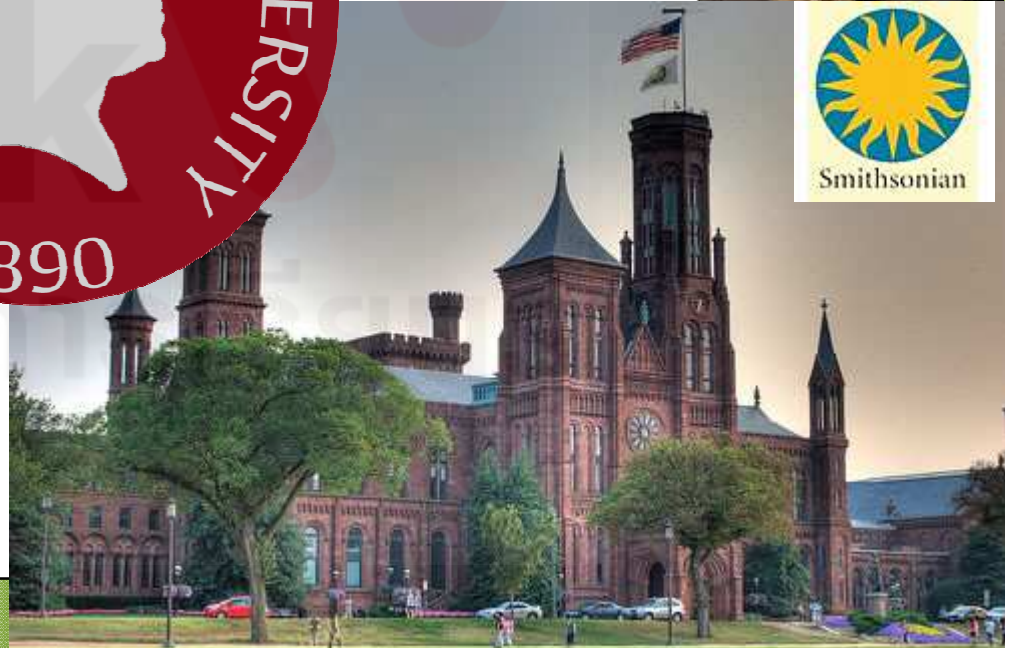
Kimberly Matthews
Assistant Director
Miami-Dade Public Library System
Miami, Florida, USA

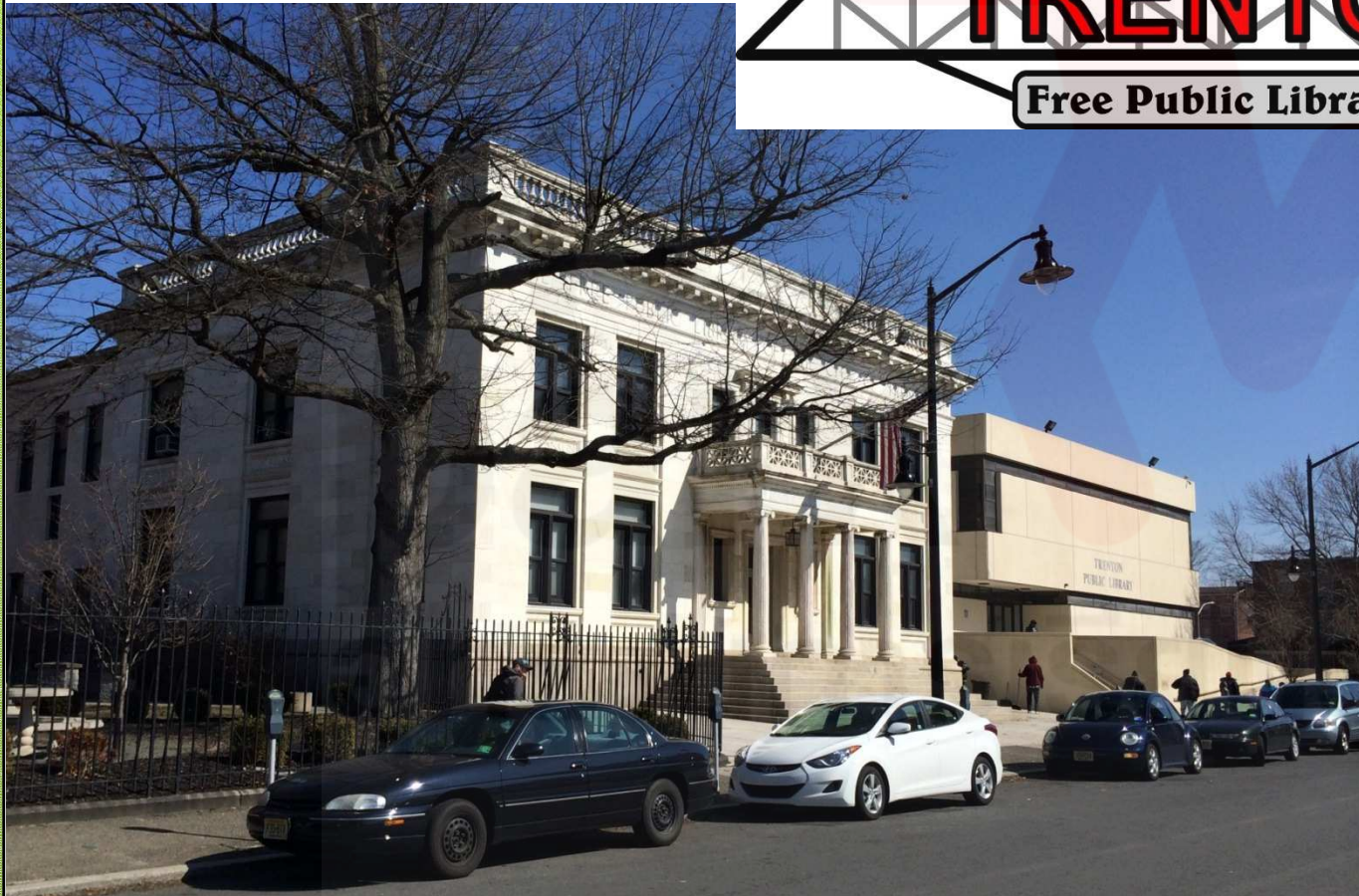
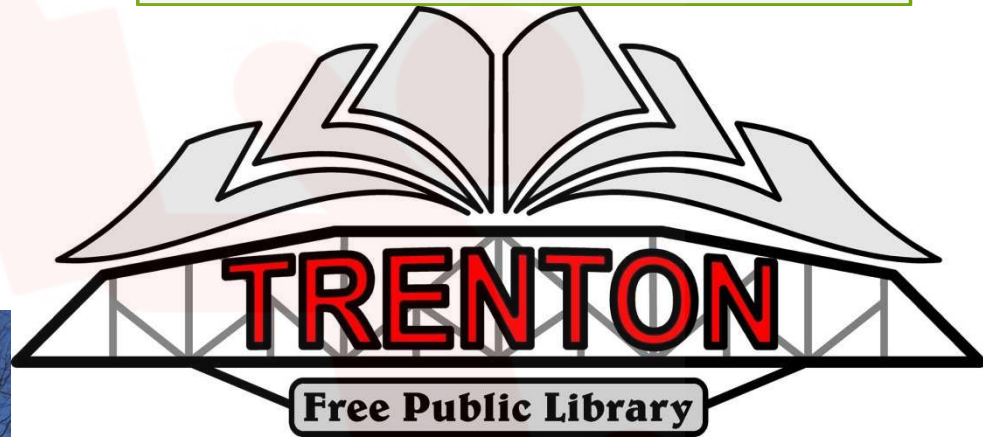
Managing Innovative Personalities for Successful Library Innovation

Introduction ~ Kimberly Matthews

- ❖ Assistant Director,
Miami-Dade Public Library System
- ❖ Co-Founder & President,
KDMatthews Consulting
- ❖ Author, www.21stCenturyLibrary.com
- ❖ Co-Author, "*Crash Course in Strategic Planning*" 2013
 - Education
 - Career

KPMG









Library Outpost





The logo for the Miami-Dade Public Library System features a stylized blue wave icon to the left of the text. The text is arranged in three lines: "miami-dade" in a black sans-serif font, "public" in a blue sans-serif font, and "library system" in a larger blue sans-serif font.

miami-dade **public**
library
system



Innovation:

in·no·va·tion
,inə'vāSH(ə)n/
noun

noun: **innovation**

1. the action or process of innovating.

- a new method, idea, product, etc.

plural noun: **innovations**

"technological innovations designed to save energy"

synonyms:

change, alteration, revolution, upheaval,
transformation, metamorphosis,
breakthrough; More new measures, new
methods, modernization, novelty, newness;
creativity, originality, ingenuity, inspiration,
inventiveness;
informala shake up

Types of Innovation

- Sustaining ~ “keeping up/next best thing”
- Transformational ~ “creating new markets”
- Transcendent- “creating a new world”

Sustaining

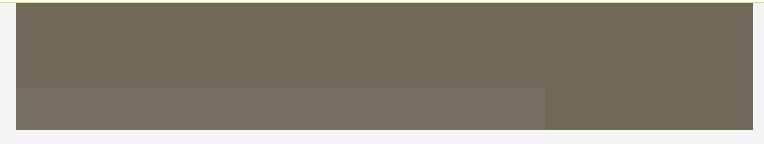


Transformational



Transcendent





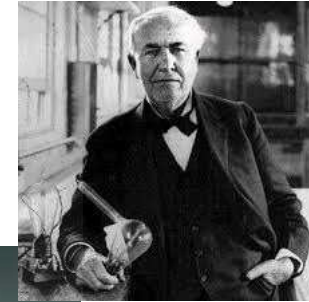
Discovery vs Innovation

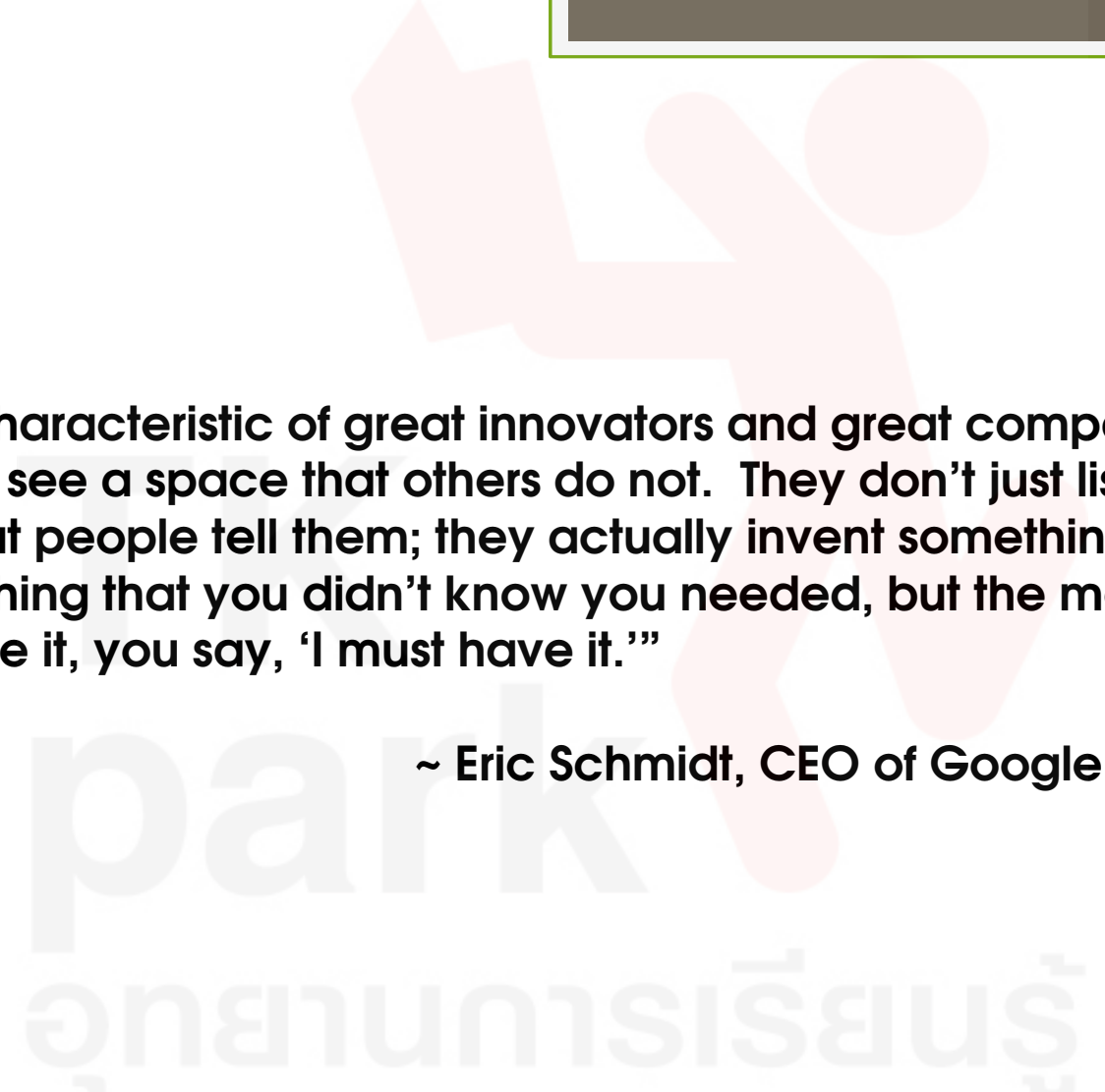
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Innovators





**“The characteristic of great innovators and great companies
Is they see a space that others do not. They don’t just listen
To what people tell them; they actually invent something new,
Something that you didn’t know you needed, but the moment
You see it, you say, ‘I must have it.’”**

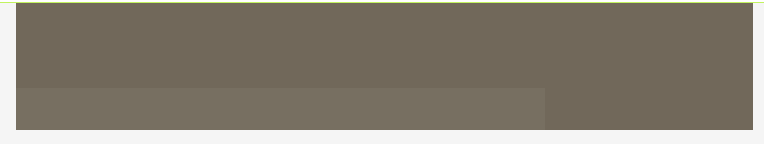
~ Eric Schmidt, CEO of Google

Characteristics of an Innovative Personality

- Insightful
- Problem Solvers
- Embrace Change
- Creative
- Self-Confident
- Believe the Dream

RISK TAKERS!

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Types of Innovative Personalities

- The Creative
 - The Anarchist
 - The Quiet One
 - The Scientist
 - The Guru
 - The One-Hit Wonder
- 

Managing Innovatives

- Be Open to the New
- Be Participative in your Management
- Be Encouraging in your Approach
- Be Confident in Yourself
- Be Smart
- Be Willing to Accept Failure
- Be a Champion of Your People and the Ideas

Manage for Innovation

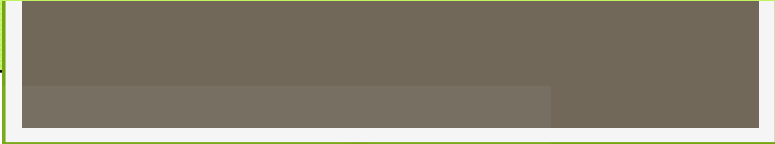
- Hire Diverse Talents
- Allow for the Creation of Physical Environment
- Embrace the Free Flow of Ideas
- Listen to the Consumer but know your craft
- Provide Necessary Funding
- Create a Process to move Ideas to Reality
- Take Risks

Becoming Innovative



**And most importantly...
Be Brave!**





TK Q & A
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Thank You

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