Since graduating from library school…getting a first job!

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IN MY SPARE TIME I LIKE TO: Read, of all things!
MOST MEANINGFUL CAREER ACHIEVEMENT: Since graduating from library school…getting a first job! 

Analysis

While this exploration takes the form of a case study, the methodology utilized does not warrant calling this a true case study. Despite this, an attempt was made to record impartial observations of the actions taken by the institution (not its constituent individuals) in order to provide a context for readers wishing to apply the model to their own. These observations are presented below under the appropriate stage of the learning process.

Concrete experience

The first stage of the learning process in Kolb’s ELM is concrete experience. Concrete experience forges general theories to focus on the present reality of any given situation and forms the basis for observation and reflection (Loo, 2004, p. 99). This stage highly emphasizes direct sensing and feeling and values feedback from peers (Kolb, 1984, p. 201).

In the context of this exploration, concrete experience takes place prior to the conference. The conference was viewed by both attendee and non-attendees as a method of obtaining information applicable to the issues and problems faced by the institution. Recognition of these needs was based on the staff’s 20+ years of experience as well as the attendee’s efforts to grasp the details of each area of responsibility. Attending product demonstrations and implementing a planning committee for a future ERM is an example of concrete experience. How the conference could address these institutional needs was included in an active planning process prior to the conference. This entailed a meeting to review the conference schedule and proceeding abstracts in order to determine what best suited the needs of the institution.

At this level, concrete experience is highly individualized, as each person in the institution has different areas of responsibility and levels of expertise. Despite this, each individual’s concrete experience lends to the institutional...