What will DEAL look like in the current and post-pandemic landscape?

Alexia Hudson-Ward
Azariah Smith Root Director of Libraries
Oberlin College & Conservatory
LYRASIS Leaders’ Forum
June 4, 2020
THE SYSTEM WAS CREATED FOR YOU TO THRIVE BASED ON THE COLOR OF YOUR SKIN.

YOU WOKE A SLEEPING GIANT.
NOTHING TAKES THE PAST AWAY LIKE THE FUTURE
impossible
WAIT A MINUTE, HOLD ON...

IS THIS A NEW GAME OR WHAT...I DON'T UNDERSTAND.....
COVID-19 Has and Will Continue to Profoundly Change Us and How We Must Now Frame DEIA
“5 Ways COVID-19 Has Changed Workforce Management”  
World Economic Forum (June 2, 2020)

- 1. Rapid reskilling
- 2. Changing leadership and management competences
- 3. A culture of trust, transparency and openness
- 4. Individual and social wellbeing
- 5. Working in a more agile way
Amy Lynn Webb
Futurist, Author and Founder/CEO of the Future Today Institute
Tips Adapted from Amy Webb’s *Harvard Business Review* article “How to Do Strategic Planning Like a Futurist” (2019)

• Whether you are assessing risk, opportunity, or growth — strive to think in the short and long-term simultaneously

• Be open to iterating on the strategy and tactics as you and your institutions continue to encounter new tech trends, global events, social changes, and economic shifts (as a result of the pandemic)

• Avoid long-term timelines and adopt “time cones”

• Support each other and your leadership as you all continuously recalibrate your organization’s vision for the future
The G.L.A.M sector must adapt to a “hi-flex” environment that means seamlessly through hierarchical, “holacratic,” and cellular systems to get it done.
NOTHING TAKES THE PAST AWAY LIKE THE FUTURE
thank you