Collaboratively Managing
Change with the Digital Library
of the Caribbean (dLOC)

Judith C. Russell and Laurie Taylor



Three phases; stages in each:

Warm up

- 1. establishing a sense of urgency
- 2. creating the guiding coalition
- 3. developing a vision and strategy
- 4. communicating the change vision

Introducing the new practice

- **5.** empowering broad-based action
- **6.** generating short-term wins

Final grounding phase

- 7. consolidating gains and producing more change
- 8. anchoring new approaches in the culture

Change Model

Kotter's 8 stages



Warm up

- 1. establishing a sense of urgency
- 2. creating the guiding coalition
- 3. developing a vision and strategy
- 4. communicating the change vision

Actions, Dec. 2020-Summer 2021

- Dec.: site down 1 week, loss of programmer
- Jan. 2021, recognition that site was in duress, creation of MVP plan (minimum viable product), defined vision of new patron site within changed ecosystem
- Summer 2021, release of prototype, monthly presentations, emails, and updates

Major Changes



Introducing the new practice

- 5. empowering broad-based action
- **6.** generating short-term wins

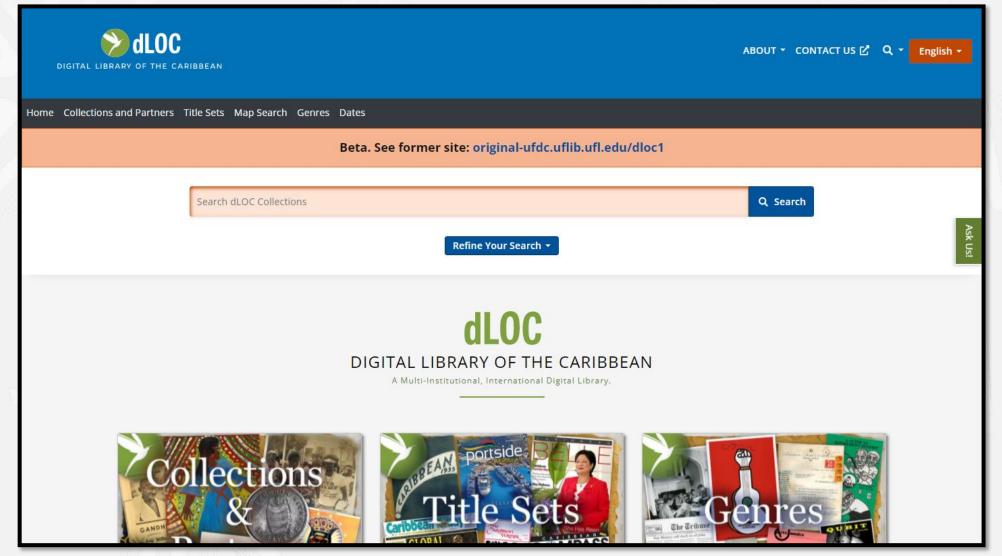
Actions, Fall 2021 - Feb. 2022

- New patron site released
- New governance site released
- Partner meeting, vote on new bylaws and Executive Committee Members

Major Changes

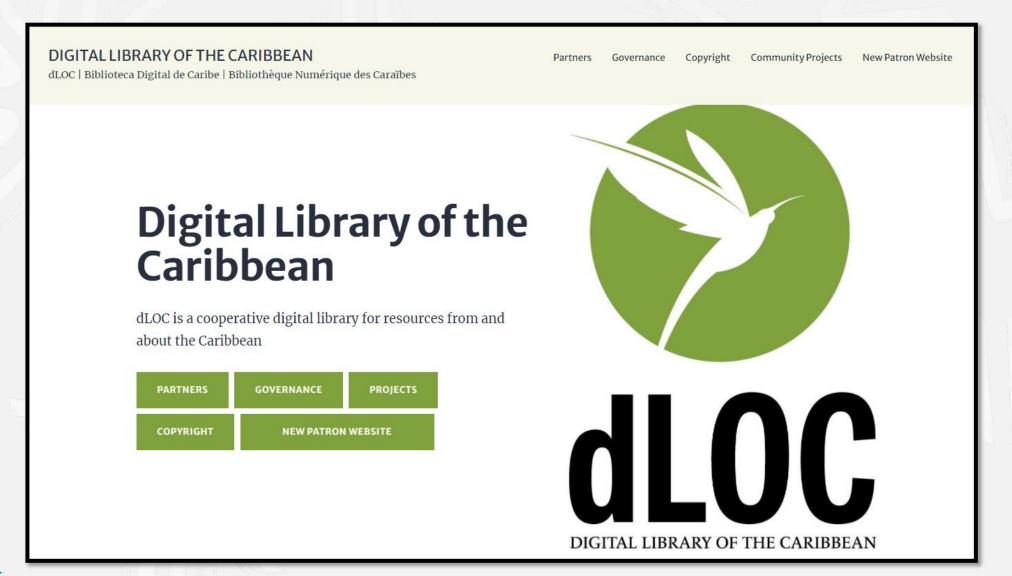


New Patron Site





Governance Site





Final grounding phase

- 7. consolidating gains and producing more change
- 8. anchoring new approaches in the culture

Actions, April 2022:

- Mellon Foundation grant for \$2 million dollars for revitalizing dLOC community
- Partner meeting
- New hires underway
- 4-year plan for revitalizing dLOC

Major Changes

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Revitalizing dLOC Grant, 2022-2026





New Roles

Updated Bylaws & Organizational Chart



Thank you!

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