**ADDRESS BY THE NATIONAL LIBRARIAN AT THE 2022 NATIONAL LIBRARY HUMAN CAPITAL DEVELOPMENT FOR PROFESSIONAL LIBRARIANS AND CORPORATE STAFF HOLDING AT THE CENTRE FOR ADVANCED LIBRARY MANAGEMENT (CALIM) FROM 12TH-15TH OCTOBER 2022.**

I welcome you all to this last batch of 2022 promising event which I started dreaming and clamouring for since I assumed duty as the National Librarian. It is really a dream come through today as we are poised to render the well-crafted program for a changed personnel that will translate to a changed organization. If you have been following developments and events in the National Library since the inception of my administration, you will realize that this training is the fourth in the line of training engagements of National Library staff which to me is the most important change agent whether it comes as formal or in the informal deployment. First we held a brainstorming session with the Management of the National Library from 26th to 29th March, 2022 to expand and facilitate their understanding of my 8 point agenda for ease of implementation. We met with the Directors of Public Libraries in the 36 states in Nigeria from 11th to 12th May, 2022. These Directors are the inevitable partners in the business of literacy and reading; the ordinary man’s university. We needed to carry them along for a strongly footed library services at the grassroots including the states and communities. Then from 22nd to 25th of August 2022, we had a full one week training for the Heads of Branches of our 34 branch libraries. We had opportunity to listen to what they are doing, vibrated and shaped them in for the actualization of the 8point agenda and beyond. Activities as posted on our WhatsApp platforms are clear testimonies of a new dawn in the branch libraries’ activities and programmes, the fruit of the just concluded training. Here we are today to engage in a different dimension of the training. We have packaged different competences sets derived from skills requirement forms as completed sometime last year by the staff. A total of forty seven (47) staff will be participating in this fourth phase of capacity development. Twenty seven (27) staff are drawn from the professional librarians’ cadre while twenty (20) are selected from the support /corporate departments. Both groups will be taken through the state-of-the -art skills sets required for global best practices in library operations and services, corporate/ technical operations and services as well as general personnel skills outlook.

Professional librarians will be taken through on the how of collaboration and marketing of library services, Research paper writing and open journal systems. Skills sets needed for indexing and abstracting. Content creation in institutional repository (IR) will also be considered. The accountants and finance staff will be drilled on electronic accounting, auditing as a management control tool, analysis and interpretation as it relates to financial statements and policies as well as budgeting and work flows. The administrative staff will be trained on their functions as administrators, on: communication, records management, appraisal, ethics and conflict management. The staff of stores, ICT and procurement as well as public relations will be trained at a later date. These and many more will serve as subjects of discussion within these one week. While we expect a harvest of deliverables, I must not fail to charge you to get the best out of the resource persons. Solutions to issues and knowledge are better elicited and acquired during interactions than during initial presentations or delivery. You are expected to challenge them with the present and future issues of concern in your work place. It goes without saying that every staff attending this training must have at the back of his/her mind the actualization of the 8th point agenda. Hence in the course of this discussion align your mind to the when, how, what and which of the learned skills you could adopt towards the realization of the agenda as well as the mission and vision of the National Library of Nigeria. It is expected that the competences you acquire in the course of your training will propel you to self-distinguish status. If you so desire, it could lead to self-discovery and could act as a stepping stone to self-actualization. It is good to realize that each and every one of you has a lot of inherent potentials which you must allow to blossom. Ask yourself questions to elicit a better you even as you engage in this training. My conviction in this statement is borne out of the efforts you made to come to work and execute your duties diligently even when others were at home, a consequent of your selection by your Directors as first among equals to participate in this training. While encouraging the participants to maximize the benefits of this exposition, I turn to you our resource persons. You were invited due to your pedigree. Thus, there is no fear that your rendition will meet the expectation. Consequently, you are expected to provide the participants with required place of work cases and practical that will not only engender their understanding but application of the skills. I entreat you to ignite the fire of acquired skills application in them in other achieve ease of operation and increased productivity. You need to be mindful of the differences in the rate of learning and understand. So endeavour to carry all and sundry along. Finally, I implore all of us to switch off all distractions, be at home and have a good social and professional networking for working and laughing as a team produces more and removes stress.

I wish you the best of this outing. God bless you.