



Casey  
Cardinia  
**Libraries**



# ***Bringing Leadership to Life in Public Libraries***

**Mel Neil and Chris  
Buckingham**



MELBOURNE

MELBOURNE EAST

M1

MONASH FWY

Dandenong

Narre Warren

Berwick

Officer Pakenham

PRINCES HWY

Nar Nar Goon

Bunyip

SOUTH GIPPSLAND HWY

PRINCES FWY

Cranbourne

CASEY

CARDINIA

Pearcedale

Tooradin

Warneet

Koo Wee Rup

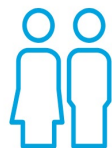
PORT PHILLIP BAY

WESTERN PORT

Mornington Peninsula

GIPPSLAND

# Our Community



**429,896**  
(ABS Estimated Residential  
Population 30 June 2017).



**23%**  
Residents aged  
between 0-14 years



**11%**  
Lower number of  
residents 65 years+



Median Age  
**34**  
years



High number  
of couples  
with children  
households

## VISITS

Total  
**2,235,123**



Physical  
1,282,382

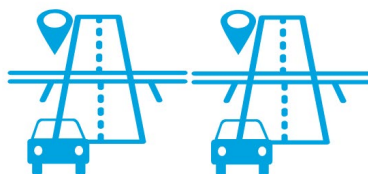


Virtual  
952,741

Average  
of 42,983  
visits per  
week

## Location of work

Live in the area and also work in the area



**Casey**  
**60%**

**Cardinia**  
**61%**

Excessive  
commuting  
impacts on  
leisure and family  
time as well as  
stress levels.



## Employment

Over 93% of our  
residents are  
employed, over half  
(59%) are full-time



## Education

**65%**

More residents (15 years+) in  
our community hold  
vocational or no qualifications



**120,615**  
Members as at  
30/6/2018





E  
ship  
me!

Statement of  
Accreditation



We are a  
Surf One Card  
Library



FREE internet  
electronic resources  
homework help  
and more!













## The All Staff Survey Results 2016

I am alright Jack, but I am not sure about you!



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# Challenges and Opportunities



- Community expectations of public libraries are changing
- We are a diverse and fast growing region
- New communities form everyday while mature communities struggle to adjust
- Our built infrastructure needs renewal and expansion
- Revenue streams are largely government dependent
- **Need to demonstrate value as free service in a user pays society**





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## Our Values

Teamwork

Love of Learning

Fairness

Creativity

Social Intelligence





# Flourishing?



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**Success** – achieving  
desired goals and  
pursuits

**Wellbeing** – feeling  
satisfied, fulfilled,  
sense of meaning and  
purpose



# The Personal Challenge



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- Success at the expense of wellbeing
- Wellbeing at the expense of success
- Neither
  
- Is it even possible to have both?





# What does the science say?



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When people are provided with an environment where they can be **their best**, play to their **strengths** and make a contribution to something **meaningful** they will **perform better** at whatever they are doing and have **higher levels of wellbeing**



# The Empirical Landscape



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Cultivating the environment where people can be at their best – developing competencies for living a flourishing life:

- Attention and Awareness
- Comprehension and Coping
- Emotions
- Goals and Habits
- Virtues and Relationships







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## Values at Work - Going from Strength to Strength

- Much greater awareness of living the values in the 2017 All Staff Survey.
- Clear traction between understanding the values and being able to see them in action.
- Still have work to do particularly around perceptions of Fairness, Social Intelligence and Teamwork



