

# The Reluctant INTRApreneur

Mary Ellen Bates

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Home > Honda > News > Manufacturing / Production

## Honda Requiring Office Workers To Build Cars At Ohio Assembly Plant

[HOME](#) > [NEWS](#)

# Librarians and other public employees in Phoenix are being asked to help with coronavirus testing because the city doesn't have a health department

Sarah Al-Arshani Jul 7, 2020, 10:48 PM





# Thrive by thinking like an INTRApreneur

## What we'll cover:

- Intrapreneurial mindset
- Intrapreneurial essentials
- Running your library as an intrapreneur



# What's an entrepreneur?

A person with the capacity and willingness to **develop, organize and manage** a business venture, and **manage risks**, in order to make a profit



# What's an INTRApreneur?

A person with the capacity and willingness to **develop, organize and manage** a business venture, and **manage risks**, ~~in order to make a profit~~



# **INTRApeneur**

**Develop – ID new opportunities**

**Organize – ID stakeholders, leverage resources**

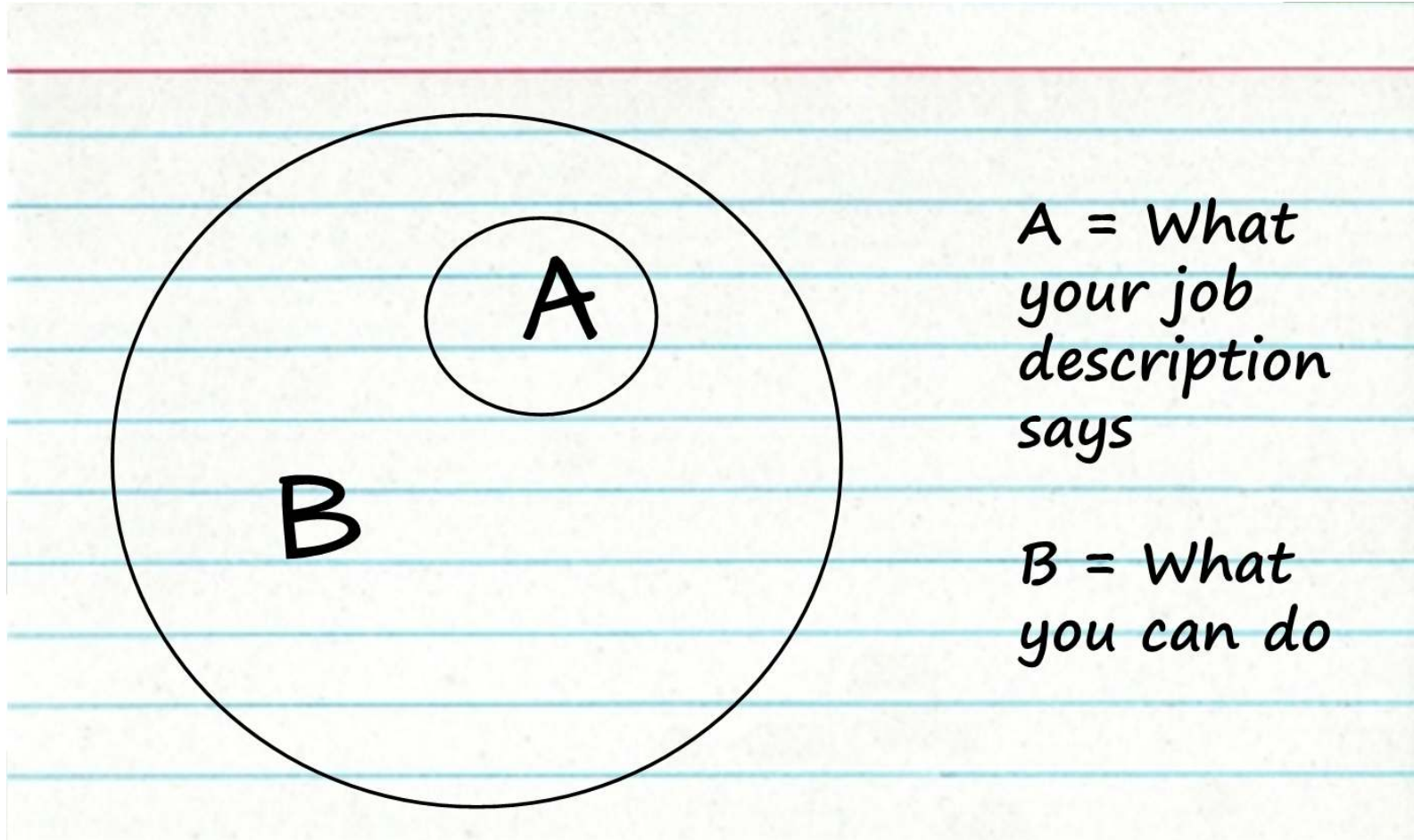
**Manage – agile always-learning staff**

**Manage risks – live outside your comfort zone**



# Intrapreneurial mindset





Jessica Hagy is very funny. See [thisisindexed.com](http://thisisindexed.com) for these and other fun graphics.





# Ask more questions

## Ask “why?”

Be curious, question the status quo; no *yeah-buts*

## Ask “why not?”

Find others who creatively get around institutional obstacles



# **Always think bigger**

**Look for ways to partner & collaborate, not just “serve”**

**Be known for playing well with others**

**Seek out opportunities for change**

**“How could we make this better?”**



## **Where's a new need?**

**New ways to support new expectations about virtual workplaces**

**Virtual "labs" with open source resources, virtual meet-ups, collaborations**

**See Univ of RI's AI Lab at [web.uri.edu/ai/](http://web.uri.edu/ai/)**



# Scare yourself regularly

**Live at the edge of your comfort zone**

**Learn to live with 15% more risk**

**Fail fast, learn fast**

**Become comfortable with failing**

**Learn from every experience**



# Intrapreneurial essentials





# Essential intrapreneur skills

**ID stakeholders, cultivate allies**

**External as well as internal**

**Users, budget owners, decisionmakers, influencers**

**Pick your battles, be ready to pivot**

**Not every idea is right, right now**



# Essential intrapreneur skills

**Challenge your assumptions regularly**

**Think proactively; "what would really improve this?"**

**Take the initiative and take action**



# Essential intrapreneur skills

**Go all the way from thought to implementation:**

- ID the *need* and the *value* the library can provide
- SCAMPER technique to brainstorm ideas
- Distill to the *right* ideas
- Find sponsors
- Set tangible goals
- Just Do It
- Assess, adjust, repeat





# Essential intrapreneur skills

**Resist perfection; good enough is good enough**

**Be prepared to act-as-if until you believe it**

**Be prepared for pushback, and *engage***



# Essential intrapreneur skills

**Take ownership over your professional development**

**Need a skill? Volunteer!**

**Low risk, builds good karma**

**Prof association, local meet-up, neighborhood group**

**Create a new project to learn from**



# Running your library as an intrapreneur



## **Are you frictionless?**

**Is the library easy to find, *in your users' workflow contexts?***

**How easy is it to find and *talk* with a librarian?**

**How responsive do your patrons say you are?**

**Have you asked them lately?**



## **Build the necessary staff skill sets**

**Get relevant certificates & "micro-degrees" from LinkedIn Learning, EdX, Coursera, etc.**

**What areas does the library need skills in?**

**What would make the library more valuable?**

**Project management? API development? Semantic enrichment? etc.**



# Managing up

Try out your boss's point of view

Focus on outcome, not just operations

Make it easy to say "Yes"

Don't be afraid of "No"

Discern what's **No** and what's just **I don't know, Not now,** or **Give me a reason to say yes**

# # #



ARNE J. ALMQUIST AND SHARON G. ALMQUIST

# INTRAPRENEURSHIP HANDBOOK FOR LIBRARIANS

Libraries Unlimited (2017)  
168 pages, \$55

HOW TO BE A CHANGE AGENT IN YOUR LIBRARY





**Free white  
paper from  
Factiva**

**[is.gd/bates\\_intrapreneur](https://is.gd/bates_intrapreneur)**





**Slides at [BatesInfo.com](https://BatesInfo.com) (or email me)**

**Mary Ellen Bates**

**[mbates@BatesInfo.com](mailto:mbates@BatesInfo.com)**

**[BatesInfo.com](https://BatesInfo.com)**

**+1 303 772 7095**

**Facebook / LinkedIn: [maryellenbates](#)**